



Community Benefits Advisory Group
Ad Hoc Working Group 2 – Meeting #3
June 21st, 2022

Agenda

Item	Lead	Time
1. Welcome - land and ancestral acknowledgements	Working group chair	5 mins
2. Introductions	Reinaldo James	5 mins
3. Theory of Change Presentation	Biljana Zuvela	20 mins
4. Collaboration survey results	Reinaldo James	25 mins
5. Update - construction sector information sessions	Colleen Dignam	15 mins
6. Update - Labour Forecasting Template and Next Steps	Colleen Dignam/Reinaldo James	15 mins
7. Breakout Discussions	All	25 mins
8. Summary of Breakout Discussion	All	10 mins
9. Next Steps	Reinaldo James	5 mins

Introductions & check-in

Which Doug Ford are you today?



1

Low energy,
Angry Doug



2



3



4

Happy &
energized Doug

CB WFD Theory of Change

Situation

What is the challenging situation in the city that CB WFD is trying to address?

Response

What is that CB WFD is doing to address the problem and bring about the desired change?

Result

What is the desired change that CB WFD is expected to bring about?

Situation, Activities, Long-term Impact

Challenging Situation that we want to change

CB WFD as City's response to this situation

WFD activities

Results: Priority outcomes as building blocks to contribute to a long-term impact

Long-term impact

The world of work is rapidly changing creating unique challenges for people facing systemic barriers to employment and increasing their risk of living in poverty

Situation

Job seekers:

Many people from Indigenous, Black and equity-deserving communities including women, persons with low income, immigrants, refugees, 2SLGBTQ, persons with disabilities, racialized communities, and vulnerable youth face unique systemic barriers (e.g., racism, discrimination) on their journey to employment, including education, training and their success in getting and retaining employment.

Employers:

There is a mismatch of supply and demand in the current labour market and employers in many sectors are struggling to find needed talent and diversify their workplace. Employers, both unionized and non-unionized, are facing growing pressures in terms of an aging workforce, declining workforce participation rate and increasing demands for participating in CB initiatives and contributing to diversity, inclusion and equity through social and local hiring.

Employment System:

While there have been some promising practices and collaboration, the current employment system continues to be uncoordinated. Employment services are delivered through multiple Employment Ontario (EO) service providers, colleges, community agencies, training delivery agents and social assistance administrators. Too often they do not meet the needs of job seekers or connect well with employers' hiring needs or business operations.

CB WFD as City's response to this situation

WFD activities

Results: Priority outcomes as building blocks to contribute to a long-term impact

Long-term impact

Improved economic and social conditions for people facing systemic barriers to employment and reduced risk of living in poverty: secured employment in well-paid and quality jobs & improved economic-well being

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Maximize the use of City of Toronto levers such as procurement, financial incentives, real estate transactions to incorporate workforce development requirements into the contractual agreements and provide employment opportunities to residents who have been historically excluded from these opportunities.

- Construction Hiring
- Professional, Administrative and Technological (PAT) Hiring
- Place-based Workforce Integrator

Job Seekers, Employers, Employment System



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Activities for job seekers: WF intermediary & service/training providers

Setting foundations & career exploration

- Assessment of interests and needs
- Academic upgrading – basic literacy and math skills
- Technical and soft skills training
- Career and employment counseling
- Networking and mentoring

Career establishment

- Job search training & coaching
- Job matching
- Union membership and registration
- Work-based learning & work place experience
- Networking & mentoring

Career retention

- Post-employment & job retention support for employees and employers
- Networking and mentoring

**Activities for employers: City, WF intermediary & strategic partners
Employer engagement**

- Collaborate with the City and its strategic partners in developing WFD plans
- Assessment of good quality job opportunities (forecasting)
- Active communication and reporting to meet requirements
- Recruitment activities & events
- Hiring job ready candidates & supporting them retain their jobs

Activities for driving systemic changes: City of Toronto and key stakeholders in the employment ecosystem

- City of Toronto convenes & collaborates across multiple sectors
- Capacity building: Externally (employment service providers, employers, unions, etc.) & internally (City's divisions)
- Develop resources and tools for WFD implementation, monitoring & evaluation
- Test new models, generate and share new knowledge to support solutions that meet the needs of job seekers and employers

Wrap-around support: case management, social, health, wellness and ad-hoc support

Demand-driven approach and multi-sectorial solutions

Contractual Agreements

Improved economic and social conditions for people facing systemic barriers to employment and reduced risk of living in poverty: secured employment in well-paid and quality jobs & improved economic-well being

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Employers:

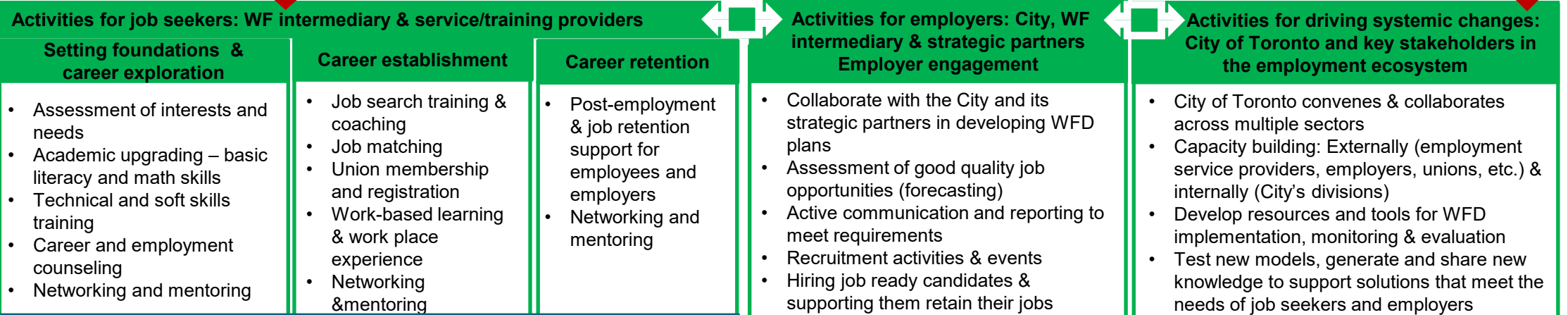
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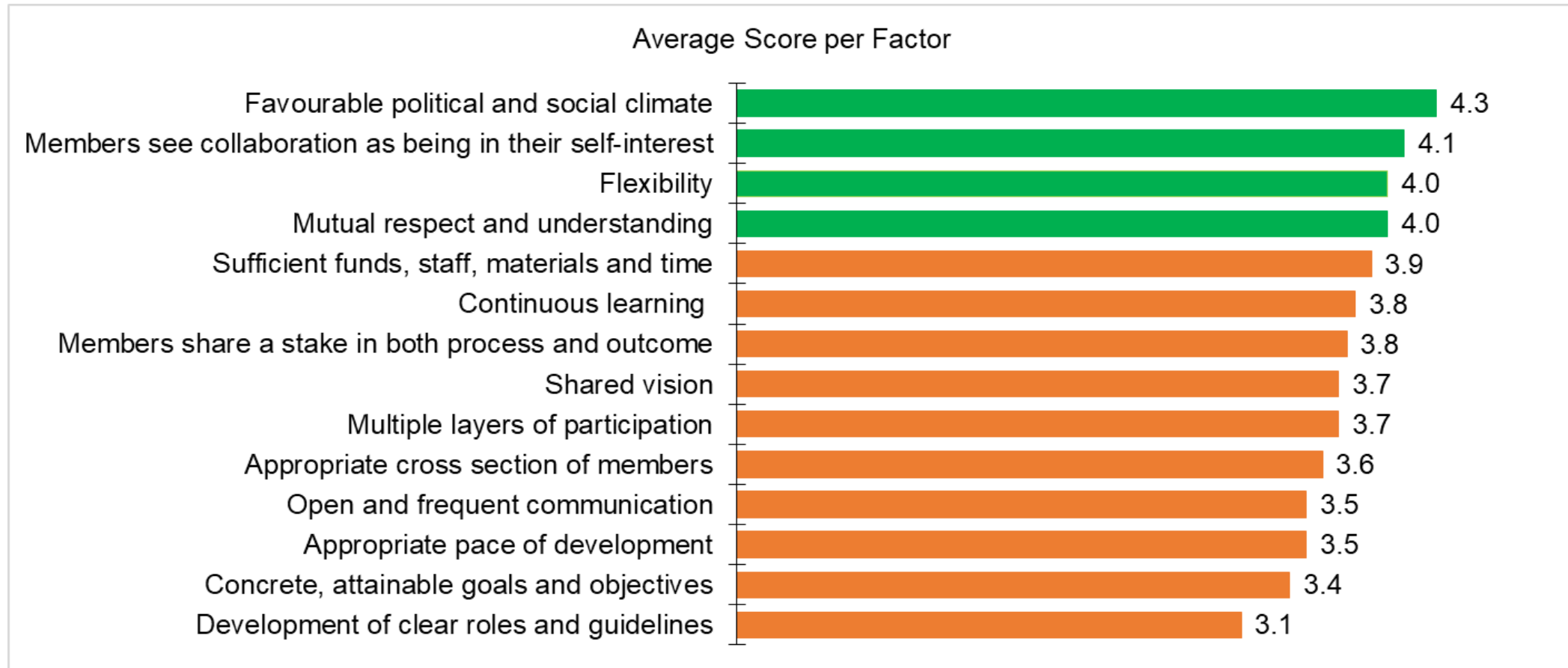
Long-term impact

W F I n t e r m e d i a r y



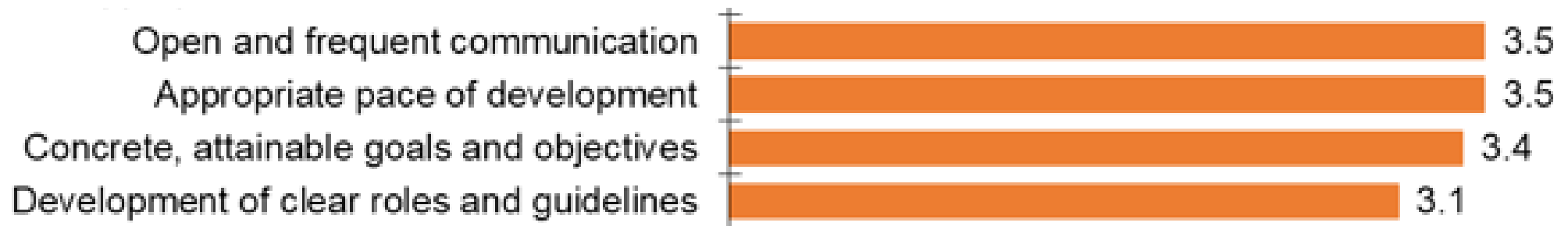
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Collaboration Survey Results for Working Group 2



Collaboration Survey Results: What requires our immediate attention?

WebEx Poll: Which of the 10 factors on the lower end of the scale require our immediate attention? Please select one factor that you feel should be a priority to focus on for WG 2.



Please recommend one solution that we should implement to address this priority factor for our group at this time.

Construction Sector Pathway Information Sessions



Interested in a career in the construction sector?

Register for any virtual session below and you will receive an invite with WebEx details to log-in to the event. Sessions will include information on the construction sector, and an overview of available training and employment opportunities.



Interior Finishing Systems Training (IFSTC)

April 27th, 2022 | 10 - 11:30 a.m.
[Register](#)



The Carpenter's Union

May 17th, 2022 | 10 - 11:30 a.m.
[Register](#)



International Union of Painters and Allied Trades

June 2nd, 2022 | 10 - 11:30 a.m.
[Register](#)



LiUNA 183

June 15th, 2022 | 10 - 11:30 a.m.
[Register](#)



Sheet Metal Local 30

July 14th, 2022 | 10 - 11:30 a.m.
[Register](#)

If you have any questions, email constructionsectorpathway@toronto.ca



Overview of Construction Sector Pathway Information Sessions

4 information sessions held

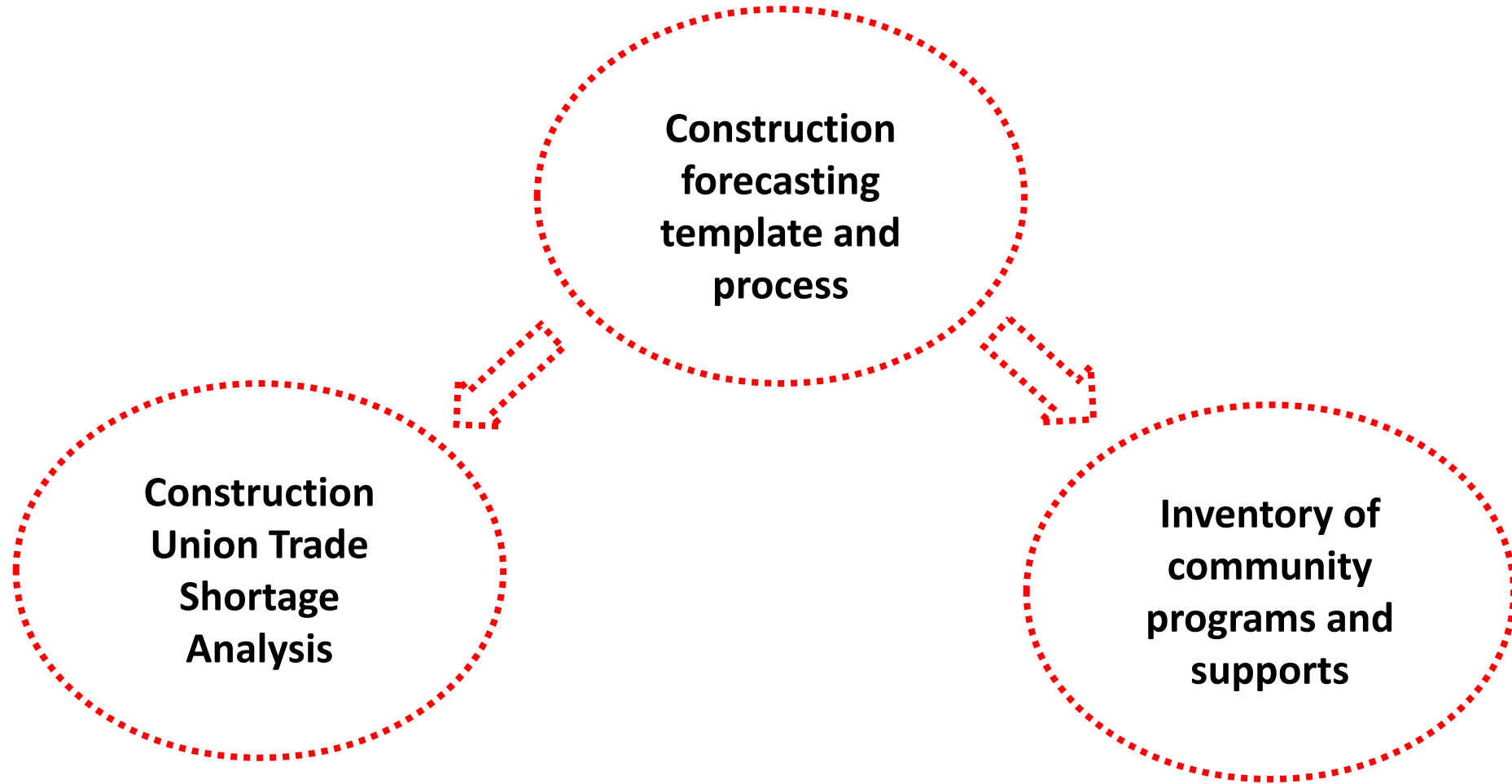
71 clients attended

Question 1: What processes could be put in place to ensure continued communication between unions and community partners?

Question 2: What do you see collectively as the benefits of strong communication between unions and community partners?



Update - Labour Forecasting Template and Next Steps

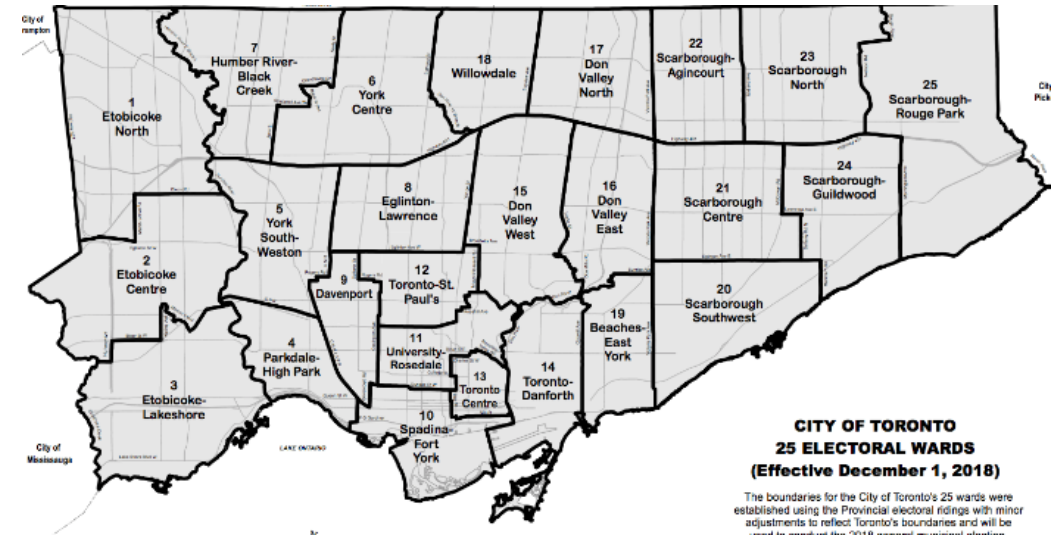


Community Benefits and Local Hiring

Community partners have expressed local hiring as a priority for community benefit initiatives.

For unionized employers that are awarded work on community benefits projects, the ability to hire local residents is an opportunity to connect existing union members that live in local areas surrounding community benefit projects

Determine the critical information needed to develop common approaches to collecting and tracking geographic aggregate data on unionized construction workers.



Breakout Group Discussion Questions

1. How could identifying Local union members be beneficial to community benefit initiatives that require local residents to be engaged for employment?
2. From the perspective of your organization, what are the benefits to conducting an analysis to identify trades within unions that are experiencing a shortage and trades that are “in demand”?

Next Meeting

Working Group 2
Roadmap 2022-2023

Labour Forecast
Template

Tracking Data on
Equity Indicators

Thank you!