

Community Benefits Ad Hoc Working Group 2

Ad Hoc Working Group 2 – Meeting #5
March 1, 2023

Agenda

- Welcome - land & ancestral acknowledgements
- Introductions & check-in
- Working Group 2 Roadmap Overview
- Process to Implement, Monitor and Validate Construction Trade Employment on Projects with Community Benefit Targets

Introductions and check-in

- Tell us your name and how you are feeling today

- Winter 2021 – Launch of Community Benefits Advisory Group and Ad Hoc Working Group
- Deliverable 1: Labour Forecasting
- Deliverable 2: Collecting and Tracking Data on Equity Indicators
- Deliverable 3: Best practices, approaches and mechanisms for reporting on construction hiring targets
 - Develop and draft process to Implement, Monitor and Validate Construction Trade Employment on Projects with Community Benefit Targets

Community Benefits Framework (CBF) 2019

- In 2021, City Council directed Social Development, Finance and Administration, Employment and Social Services Economic Development and Culture, and the City Solicitor, to strive to achieve a 10 percent EQUITY target in construction projects procured by Purchasing and Materials Management Division over \$50 million, and Housing Now projects.
- Within various City Of Toronto contracts that has community benefit construction related WFD targets, 10 percent EQUITY is being interpreted in a plethora of ways.

Community Benefits Framework (CBF) 2019 Continued

Within various City Of Toronto contracts that has community benefit construction related WFD targets, 10 percent EQUITY is being interpreted in a plethora of ways.

1. Contract Value
2. Person Hours
3. Headcount

The sample target below would be an example of a future state target attached to a CB project

Sample Target - Ensure a minimum of 10% of total voluntary and compulsory apprentice and journeyperson construction trade person hours completed on the development site, comes from individuals who identify as a local resident or equity deserving individual by the end of the contract.

Draft Process to Implement, Monitor and Validate Construction Trade Employment on Projects with Community Benefit Targets

Components

- I. Project Selection Phase
- II. General Information Form
- III. Construction Trade Labour Forecast
- IV. Post Construction Trade Labour Forecast Delivery
- V. Construction Commences
- VI. Monitoring and Evaluation

II. General Information Form

Within the timeline identified by City of Toronto Project Lead(s), the contract holder is asked to complete the General Information Form.

Purpose

The General Information Form allows City Project Lead(s) to identify all developers, contractors and subcontractors selected to assist in the completion of a project.

Users/How it will be used

- This allows an opportunity for all relevant stakeholders that may be engaged on a project (unions, employment service providers etc.) to assist in meeting community benefits requirements specific to construction.
- For the duration of the project the General Information Form will be used to collect information.

III. Construction Trade Labour Forecast

Contract Holder is asked to complete the Pre-Construction Forecast Totals in one section of the Labour Forecast Template.

Purpose

Within the construction sector, general contractors hire skilled and unskilled labour to complete specific tasks. Labour forecasting aids in predicting labour needs accurately to balance off demand and supply requirements.

Users/How it will be used

Proponents, developers, general contractors, and sub contractors awarded contracts with construction trade employment initiatives, City of Toronto divisions monitoring and evaluating construction trade employment initiatives, employment service providers.

The contract holder will use and update the template throughout the lifespan of the project to increase access to well-paid, quality job opportunities in the construction sector for Indigenous, Black, equity-deserving, and local communities.

IV. Post Construction Trade Labour Forecast Delivery

Once Construction Labour Forecast has been received and reviewed by City Lead's, relevant stakeholders will be provided with a high level overview of the Construction Labour Forecast to enable the targeted engagement of local and equity deserving individuals.

Purpose

Once the Construction Trade Labour Forecast has been received by City Project Lead(s), relevant stakeholders such as employment service providers, unions, can begin to engage with local and Indigenous, Black and equity deserving communities in the following areas:

- Training Programs Planning
- Targeted Outreach
- Training and Job Readiness

Users/How it will be used

It is essential that throughout the project contract, contract awardee, contractors and sub contractors engage with community residents, ESP's, organizations and construction union locals to identify individuals for forecasted and available construction trades employment.

V. Construction Commences

- Ensure all new trades workers on project site complete Personal Disclosure Form.
- Personal Disclosure Form will allow contract holder to collect socio-demographic information.
- Data collected through completed Personal Disclosure Form to be submitted to City of Toronto Project Leads and other relevant stakeholders.
- City Project Leads will provide samples of recommended report format.

Data that is identified to collect:

- Total number of trades workers on site during the lifespan of the project.
- Total number of local and/or equity deserving individuals on project site during the life span of the project.
- Trades positions on site.
- Union affiliation for workers on site.

V. Construction Commences cont.

Purpose

The Personal Disclosure Form will allow the contract holder to collect socio demographic information on all new trades workers entering the project.

Users/How it will be used

Contract awardee, contractors and sub contractors, ESP's, City of Toronto and construction unions will view the aggregated report from the information compiled to measure progress during PSWG meetings.

V. Construction Commences cont. 2

- All trades workers who enter project sites(s) will receive Personal Disclosure Form either via a link or paper copy.
- Personal Disclosure Form is reviewed and individuals who have self disclosed as an equity deserving individual or a local hire are identified [Who does this?]
- For hires confirmed as an eligible CB hire, number of work hours performed by identified individuals are compiled [Who does this?]
- Report delivered on work hours on a bi-monthly basis to contract completion [Who does this?]
- Local or equity deserving individuals identified as CB eligible, work hours for individuals identified will contribute towards meeting the contract holders community benefits requirements if:
 - Individual is not employed by developer, general contractor and/or sub-contractors prior to the start of the project.
 - Appears on the developers, general contractors and/or sub contractors active payroll for less than 60 of the 100 working days of identified employer before award of the construction contract.

THANK YOU!