


MTC-COM-RPT-00001	<b>Community Benefits and Liaison Plan – Q1 and Q2 Quarterly Reports (January 1 – June 30, 2019)</b>	
<b>Revision No. 00A</b>	Owner: Patience Adamu	Finch West LRT

## The Finch West Light Rail Transit (LRT) Project


### Report: Community Benefits and Liaison Plan – January 1 – June 30, 2019


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 July 3, 2019








Signature

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### Revision Index

Revision	Description of Changes	Date
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## 1.0 Introduction

The Finch West LRT Project represents a capital investment of \$1.2 billion for transit improvement by the Province of Ontario. When in service, the Finch West LRT will make it easier for residents of northwest Toronto to commute to and from work and connect to other transit services across the city. Building the line will create more than several hundred jobs at the peak of construction and other significant economic benefits.

Metrolinx recognizes that its infrastructure investments should also provide benefits for the communities in which it works including local employment, training, apprenticeships, and local supplier and social procurement opportunities, where possible. As such, it included a Community Benefits Framework in the Finch West LRT agreement with Mosaic Transit Group.

The key goals of the Community Benefits Framework are to:

- Provide equitable opportunities that promote economic inclusion, connect communities and youth facing barriers to employment, as well as apprenticeship and employment opportunities.

The Finch West LRT project is being constructed along 11-km of Finch Avenue West, from Keele Street to Highway 27. According to Statistics Canada, Census 2016 report, the top ten places of birth of residents living in northwest Toronto are from outside of Canada. Places of birth include Philippine, Iraq, Pakistan, Nigeria, Jamaica, India, Viet Nam, Sri Lanka, Turkey and Afghanistan. Research also show in Toronto, people of colour and Indigenous groups are much more likely to be unemployed than others. They are under-represented in professional positions as immigrants' skills and credentials are often not recognized in Canada.


The research is further supported by the unemployment statistics for June 2019 show an unemployment rate of approximately 11% in Etobicoke North and Humber River Black Creek, compared to 6.3% in Toronto (Statistics Canada, 2019).

Mosaic Transit Group is committed to supporting the goals of the Community Benefits Framework.


## 2.0 Mosaic Transit Group's Community Benefits Team

*Table 2.1: Community Benefits Team*

Name, Title	Role
Vicente Gurrea, CEO Ignacio Velasco, Project Director	<ul style="list-style-type: none"> <li>• Oversee Community Benefits and Apprenticeship Programs</li> </ul>
Paulette den Elzen, Communications and Public Engagement Lead	<ul style="list-style-type: none"> <li>• Reports to the Project Director.</li> <li>• Oversees strategic planning and implementation of Community Benefits</li> </ul>

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	<p>and Liaison Plan and ensures appropriate integration across communications, community relations, and community engagement plans as appropriate.</p> <ul style="list-style-type: none"> <li>• Primarily interfaces with Metrolinx's Chief Communications Officer and Director of Communications and Community Relations.</li> <li>• Media-trained.</li> </ul>
Patience Adamu, Community Benefits Specialist	<ul style="list-style-type: none"> <li>• Reports to Communications and Public Engagement Lead.</li> <li>• Plans and implements community benefits program.</li> <li>• Delivers on-the-ground community benefits liaison activities with local workforce agencies, local businesses, social enterprises, and apprenticeship training programs.</li> <li>• Maintains Community Benefits records and databases.</li> <li>• Anticipates related issues, seeks mitigation and swiftly escalates public/stakeholder concerns to prevent and resolve issues.</li> <li>• Primarily interfaces with Metrolinx's Manager of Community Benefits and Community Benefits Specialist.</li> <li>• Media-trained.</li> </ul>
Shalini Sivakumar, Human Resources Manager	<ul style="list-style-type: none"> <li>• Reports to the Project Director.</li> <li>• Liaises with all staffing and project management team to support integration of community benefits initiatives across the organization.</li> <li>• Supports engagement with local workforce agencies, attends events, and helps plan training and skills development initiatives.</li> <li>• Media-trained.</li> </ul>
Jose Acevedo, Procurement Manager	<ul style="list-style-type: none"> <li>• Reports to the Commercial Director.</li> <li>• Oversees implementation of corporate policies and protocols to support social and local procurement.</li> </ul>

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	<ul style="list-style-type: none"> <li>Supports Mosaic Transit Group events that are centered on vendor opportunities on the project.</li> </ul>
HR Business Partners at Aecon, Dragados and Dufferin	<ul style="list-style-type: none"> <li>Liaises with the Human Resources Manager and the Community Benefits Specialist to support community benefits initiatives in employment, training, and skills development opportunities on the project.</li> <li>Occasionally attend events and help plan large-scale training and skills development initiatives.</li> </ul>

### 3.0 Employment Opportunities

Mosaic Transit Group is actively building a network to disseminate opportunities to the neighbourhoods along the Finch West LRT project corridor. The organizations and community groups listed in the table below have been instrumental in spreading the word about opportunities on the Finch West LRT Project.

*Table 3.1: Finch West LRT, PAT Recruitment Network*

<b>Local Workforce Agencies (City of Toronto or Employment Ontario centres)</b>	<b>Audience/Participation</b>
ACCES Employment	Internationally Trained Professionals
City of Toronto Employment and Social Services (TESS) <b>Local office in Yorkgate Mall and in the Rexdale Hub</b>	Local residents on OW, ODSP
JVS Toronto <b>Local office in Jane and Finch mall</b>	Local residents
Rexdale Women's Centre <b>Local office in Rexdale Hub</b>	Local residents; women
Humber Community Services <b>Local office at Humber College and in the North York Sheridan Mall</b>	Internationally Trained Professionals
CAFCAN (Caribbean African Canadian) Community Services <b>Local office on Arrow Road</b>	Local residents; racialized populations.
Northwood Neighbourhood Services <b>Local office on Jane Street at Wilson Ave.</b>	Local residents; local entrepreneurs

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Elspeth Heyworth Centre for Women <b>Local office on Finch Ave West at Weston Road</b>	Local residents; women
Labour Education Centre <b>Satellite workshop near Steeles Ave W and Weston Road</b>	Local residents; racialized populations; women.

In addition to making connections with the local workforce agencies who serve local residents, historically disadvantaged communities and equity-seeking groups; we have already started to share employment opportunities with them.

To date, the project has hired two (2) full-time equivalent (FTE) roles through the community benefits program.

*Table 3.2.: Finch West LRT Hires to Date*


Category	Total spend to date
Administrative	1
Technical	1

At Mosaic, we know that H&E (spell out) groups are skilled and ready to work. According to Colour of Poverty (2019), 41% of immigrants who have been living under the poverty line for five consecutive years are university-educated with four-year degrees (Crawford, 2019).

In the second quarter of 2019, we have shared several employment opportunities with the local workforce agencies and posted information on Mosaic's website at [mosaictransit.com](http://mosaictransit.com) to be transparent to the community about professional, administrative and technical (PAT) positions available on the project.

*Table 3.3.: Finch West LRT PAT Opportunities to Date*

Office Administrator	1 FTE
Minute-taker	2 Casual
Project Controls Coordinator	3-month Co-operative Education placement
Procurement Administrator	1 FTE
Traffic Control Supervisor	1 FTE
Communications Lead	1 FTE
Contracts Administrator	1 FTE
Operations Manager – Systems	1 FTE

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Traffic	3-month Co-operative Education placement
Traffic Control Supervisor	1 FTE
Project Coordinator – Systems	1 FTE
Systems Assurance Manager	1 FTE
Requirements Manager – Systems	1 FTE

*Note: these job postings are also posted publicly on the Mosaic transit website, a place where residents can always check for current opportunities.*

Mosaic is developing a model of apprenticeship that will be multi-layered including co-op opportunities that include job shadowing, union apprentices from the local area and from H&E communities and union journeypersons from H&E communities.

### 3.1 Finch West LRT Open House – Employment Booth

On May 24, 2019 the Human Resources (HR) team and the Community Benefits Specialist met with local residents and jobseekers interested in working for the Project.



Photo overlooking Employment Booth of Finch West LRT Project Open House in Yorkgate Mall on May 24, 2019.


#### **Event Spotlight:**

The Employment Booth of the Finch West LRT Project Open House was open from 10am to 4pm and spoke to over 200 people accepting more than 20 resumes for PAT roles and a couple for union roles in the skilled trades.

Mosaic Transit Group has started to develop relationships with the Ontario Youth Apprenticeship Program offices in the Toronto District School Board and the Toronto Catholic District School Board. In May 2019, Mosaic started to receive resumes for local residents in the OYAP program who were interested in working for one of the subcontractors of the project.

The connection to the school boards is an integral part of us making the connection between education and industry.



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## 5.0 Supporting Community-Based Businesses and Diversifying our Supply Chain

Constructing this project will be a team effort. We will be issuing packages in advance. This quarter we posted 1 Invitations to Bidders publicly:

- After-Hours Call Centre Service

In line with our practice of walking our talk, we have started to patronize businesses that will be directly impacted by our construction activities. The totals provided below are our spend to June 30, 2019.

*Table 5.1: Finch West LRT PAT Opportunities to Date*

Category	Total spend to date
Social Enterprise	\$212.44
Community-Based Businesses	\$36,071.68


## 5.1 Business and Workforce Expo Opportunities – January 16, 2019.

The Trade Show, marketed as the Business and Workforce Expo, took place on Wednesday, January 16, 2019, from 10 am to 8 pm at Plug 'N Drive located at 1126 Finch Avenue.

The Business and Workforce Expo is the first Mosaic-led event to inform and engage with stakeholders and the public about opportunities on the Finch West LRT Project. Its purpose was to facilitate face-to-face discussions among Mosaic's staff and event partners in a welcoming and informative atmosphere. Anyone looking for employment, procurement, or learning opportunities on the Project were invited to attend via multiple sources.



Mosaic Transit Group partnered with several organizations to provide information about training, apprenticeship and skills development. Organizations included: Toronto Community Benefits Network, ACCES Employment, Construction Connections, The Union of Operating Engineers, LiUNA, Social Purchasing Canada, and HR units of Aecon, Dragados and Dufferin.

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Together with Metrolinx, Mosaic Transit Group's staff provided a presentation about the Finch West LRT project, upcoming construction activities, and business and employment opportunities at three separate times throughout the day to attendees.

Businesses across the Greater Toronto Area and from the vicinity of the project corridor met with Procurement staff to discuss business opportunities. Local residents met with the project HR recruiters to discuss employment opportunities.

During the event, Mosaic Transit Group provided hands on training to community members by arranging for an instructor from Seneca College to provide two seminars on how to use social media for employment and business purposes. About 18 participants attended the seminars. Further, two students enrolled in the Digital Program at Humber College were hired to photograph the event.



Refreshments were sourced by a local restaurant. More than 140 people registered at the event, but many others by-passed the registration table. Most attendees who completed the feedback form said they were extremely satisfied with the event and found information shared to be extremely helpful. Some attendees complained the speakers were hard to hear, there was no lunch served and they would have liked more information regarding activities planned for Highway 27. Lessons learned from the event: Provide more staff and

coordination at the registration table to accurately capture the number of attendees.


## 6.0 Community Improvements

In addition to working to support local residents and businesses based in the community with employment and procurement opportunities respectively, so too are we making ourselves accessible to local community organizations.

### 6.1 Earth Week – Getting to know the Black Creek Community Farm

The Black Creek Community Farm is the first local community organization that have developed a formal relationship with. To commemorate Earth Week (April 21-27) the Finch West LRT teams from the Contracting Authority and Mosaic Transit Group helped to prepare the Black Creek Community Farm for its Spring Planting season.



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As a follow-up to the Earth Week engagement activity, Mosaic Transit Group has signed up for the Farm's Harvest Share Program, allowing staff to support programs at the farm by purchasing fresh fruits and vegetables that are delivered from the farm to the Project Office once a week.

## 7.0 Community Benefits Program – 2019 Work Plan

Table 7.1: Work Plan

Date	Action
January 2019	<b>Workforce and Business Expo:</b> An event to inform and engage with stakeholders and the public about opportunities on the Finch West LRT Project.
February to March 2019	<b>Community Benefits Specialist:</b> Conduct recruitment for dedicated staff
April 2019	<b>Earth Week:</b> Getting to know the community at the Black Creek Community Farm
May 2019	<b>Jobseeker Engagement:</b> Finch West Open House Resume Review Session


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June 2019	<b>Workforce Planning Session:</b> Jane and Finch local workforce agencies and engagement organizations session to organize community engagement around FWLRT opportunities.
July 2019	<b>Jobseeker Engagement:</b> Employment Information Session with ACCES Employment.
August 2019	<b>Business Support:</b> Session on “How to Promote Your Business Online” with Seneca’s Martin Waxman.
September 2019	<b>School Engagement Campaign:</b> Exploring Careers in the Trades
October 2019	<b>Business Support:</b> Community Business Opportunities Session
November 2019	<b>Jobseeker Engagement:</b> Resume workshops & Interview coaching
December 2019	<b>Community Improvement:</b> Out of the cold / Youth homelessness initiative

## 8.0 Q1 & Q2 Community Benefits Activities


Table 8.1: Activities to Date

Date	Type	Name	Community/Audience
January 8, 2019	Meeting	Emery Village BIA Annual General Meeting	Small business owners in the Emery Village community
January 23, 2019		ACCES Employment	ACCES Employment
February 2019	Meeting	Toronto Community Benefits Network	Teleconference re: Mentorship opportunity for young women
March 2, 2019	Event	Women in Trade’s Event, George Brown College	Graduates of George Brown College
March 11-15, 2019	Event	March Break Activity: Building My Finch West LRT	Young children to motivate interest in STEM
April 3, 2019	Meeting	Councillor Perruzza’s Principal Forum	School Principals in Ward 7
April 8, 2019	Meeting	Jane and Finch Toronto Strong Neighbourhoods Strategy Task Force – Economic Opportunities Working Group	Residents; Community organizations
April 9, 2019	Meeting	Toronto Community Benefits Network – Quarterly General Meeting	Community organizations
April 10, 2019	Meeting	York University Community Engagement Centre	York University
April 16, 2019	Meeting	Tradelinx	Tradelinx
April 24, 2019	Event	Building Up Finch West Initiative at the Black Creek Community Farm	Black Creek Community Farm

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May 15, 2019	Meeting	Neighbourhood Action Youth Employment Committee Meeting	Community organizations
May 17, 2019	Meeting	Lunch & Learn with Buy Social Canada	Buy Social Canada and MTG Procurement
May 22, 2019	Meeting	Meeting with ACCES Employment	ACCES Employment
May 24, 2019	Event	Finch West LRT Open House	Public
May 27, 2019	Meeting	Meeting with social enterprise, the STEPS Initiative	The STEPS Initiative
May 28, 2019	Meeting	Meeting with CAPG group	CAPG
May 29, 2019	Meeting	Meeting with social enterprise and pre-apprenticeship program, Building Up	Building Up
June 11, 2019	Event	Walk with Excellence	C.W. Jeffreys Collegiate Institute
June 12, 2019	Event	Caribbean African Canadian Social Services Job Fair	Jamaican Canadian Association Head Office
June 12, 2019	Meeting	Meeting with One Toronto Gaming - Casino Woodbine	3rd party location
June 20, 2019	Event	Toronto Community Benefits Network - Annual General Meeting	Learning Enrichment Foundation
June 21, 2019	Meeting	Community Benefits Working Group Meeting	Metrolinx Office
June 22, 2019	Event	Toronto Labourfest 2019, Presented by the LiUNA African American Caucus	LiUNA Local 183 Union Hall
June 25, 2019	Meeting	Employment Pathways for Finch West LRT Jobs	Green Change, 2999 Jane St.
June 25, 2019	Meeting	Indigenous Jobseeker Engagement with Our Children's Medicine	via teleconference
June 25, 2019	Meeting	Business Engagement Planning Meeting	via teleconference
June 28, 2019	Event	Canada Day Pop-up	Metrolinx Finch West Community Office



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