

June 17 2016

Database of residents recruited for Eglinton Crosstown under the Labour Market Partnership (LMP) program

Dear Partners,

The April 2014 Community Benefits Framework, outlines the roles to be played Metrolinx, the Ministry of Training Colleges and Universities (MTCU), ProjectCo (later named as Crosslinx Transit Solutions/CTS) and the Toronto Community Benefits Network (TCBN). The relationship between the parties is based in the principles outlined in the Framework: Inclusive, Accessible, Transparent, and Collaborative.

As outlined in that Framework, (attached) in 2014-15 MTCU funded a Labour Market Partnership project to develop a prototype process for connecting a jobs pathway into training and employment on the Crosstown. The goal was to reach residents who were not already registered with Employment Ontario agencies or with Toronto Employment and Social Services.

This project was the first iteration of what we are now calling the Construction Pathway. In effect, the people in the LMP resident database administered by the TCBN are the first cohort of that Construction Pathway.

When the resident engagement meetings were completed in July 2015, some 330 candidates were in the database. Some have since been referred of the various unions and/or progressed to community based pre-apprenticeship programs and/or building trades unions. The TCBN communicates with the residents in the database regularly. We send them monthly updates and advise of training and employment opportunities. The TCBN continues to refer candidates to the designated training centres and the various pre-apprenticeship programs so they can be ready when needed for the Eglinton Crosstown. This was done a few weeks ago for a call for apprentices for the Construction Craft Worker (CCW) with LiUNA 506. The most recent communication was earlier this week, when notification of a hiring opportunity by Roofers Local 51 was sent to the group.

During that first iteration, TCBN worked with Social Research and Demonstration Corporation (SRDC) to develop collection of relevant statistical data on the residents. We also drew from survey questions that use the Precarity Index such as the United Way Toronto's seminal reports, The Opportunity Equation, and It's More Than Poverty. The information collected by these surveys was meant to allow the TCBN and SRDC to build a compelling narrative about who the project is reaching and how it has the potential to significantly improve the lives of disadvantaged residents. SRDC were on site to supervise the collection of this data. Besides the precarity metrics, the LMP resident database contains educational backgrounds, work experience, which Employment Ontario (EO) agency or Toronto Social Services and Employment (TESS) office they are registered with, as well as their preferences for different trades. The resident survey is attached. A detailed report on the LMP resident engagement program is contained in final report of the LMP Project: *On Track to Opportunities: Linking Transit Development to Community Employment and Training Project*.

The TCBN has the hard copies of these surveys, and has loaded them into an Excel spreadsheet, which has also been converted into Nationbuilder software, for ease of communication with these residents. As would be expected with such a statistical undertaking the TCBN pledged to residents that it would not share data in a way that they could be identified. The resident consent form is attached. The TCBN would be very pleased to work with any of our partners (Metrolinx, TESS, MTCU and CTS) on joint communications to the LMP resident database administered by the TCBN.

It is a matter of some conjecture as to how many people in the LMP resident database would accept training if it was offered. There is often a drop-off of candidates with each step in the process, and it is reasonable to expect that some people will have lost interest or found employment.

We ask that you, together with the TCBN continue to build a coordinated and effective jobs pathway for the Eglinton Crosstown project, that can be adapted to the Finch West line and other construction projects in the City of Toronto.

We also ask that the all parties commit to a target of up to 15% of construction workforce hours be from historically disadvantaged communities and equity seeking groups, starting with the residents on the database.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Steve Shallhorn', written over a light blue circular stamp.

Steve Shallhorn
Executive Director