

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q1 Quarterly Report (January 1 – March 31, 2023)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

The Finch West Light Rail Transit (LRT) Project

Report: Community Benefits and Liaison Plan January 1 – March 31, 2023

	<i>Varni Tayalan</i>		10-05-2023
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Revision Index

Revision	Description of Changes	Date
00A	Issued for Use	


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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, 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 with apprenticeship, trade, and employment opportunities.


The Finch West LRT project (the Project) is being constructed along 11-km from TTC Finch West Subway Station at Keele Street to Humber College. According to a recent report by Conference Board of Canada (Economic Focus-2020), it is noted that with the rising inflation rate currently sitting at 7.7%, low-income Canadians may have more difficulty maintaining their existing quality of life than high-income households. This indicates that low-income neighborhoods such as Etobicoke, Jane & Finch, Albion, Humber River, and Black Creek have harder time to make ends meet. Higher paying stable jobs in the construction sector is key to ensuring equitable income across the province. Encouraging Economic inclusion has been stated as a key desired community benefit for this community. Mosaic Transit Group is committed to supporting the goals of the Community Benefits Framework.

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2.0 Mosaic Transit Group's Community Benefits Team

Table 2.1: Community Benefits Team

Name, Title	Role
Miguel Merino, CEO	<ul style="list-style-type: none"> Oversees implementation of the Community Benefits and Apprenticeship Programs on behalf of Mosaic
Eduardo Galnares, Project Director	<ul style="list-style-type: none"> Oversees implementation of the Community Benefits and Apprenticeship Programs on behalf of Mosaic
Jason Wesley, Communications and Public Engagement Director	<ul style="list-style-type: none"> Reports to the Project Director. Oversees strategic planning and implementation of Community Benefits and Liaison Plan, ensuring appropriate integration across communications, community relations, and community engagement plans as appropriate. Primarily interfaces with Senior Manager of Communications and Community Relations and Manager of Community Benefits Program Media-trained.
Varni Tayalan Community Benefits Specialist	<ul style="list-style-type: none"> Reports to Communications and Public Engagement Lead. Plans and implements community benefits program. Delivers on-the-ground community benefits liaison activities with local workforce agencies, local businesses, social enterprises, and apprenticeship training programs. Maintains Community Benefits records and databases. Anticipates related issues, seeks mitigation, and swiftly escalates public/stakeholder concerns to prevent and resolve issues. Primarily interfaces with Metrolinx's Community Benefits Specialist.

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Shalini Sivakumar Human Resources Director	<ul style="list-style-type: none"> • Reports to the Project Director. • Liaises with all staffing and project management team to support integration of community benefits initiatives across the organization. • Supports engagement with local workforce agencies, attends events, and helps plan training and skills development initiatives.
Le Banh Procurement Manager	<ul style="list-style-type: none"> • Reports to the Commercial Director. • Oversees implementation of corporate policies and protocols to support social and local procurement. • Supports Mosaic Transit Group events that are centered on vendor opportunities on the project.
HR Business Partners at Aecon, Dragados and Dufferin	<ul style="list-style-type: none"> • 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. • Occasionally attend events and help plan large-scale training and skills development initiatives.

3.0 Employment Opportunities

Mosaic continues to build and maintain a strong, proactive community network to distribute information about workforce opportunities in 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 workforce opportunities on the Finch West LRT Project.



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Table 3.1: Finch West LRT, PAT Recruitment Network

Local Workforce Agencies (City of Toronto or Employment Ontario centres)	Audience/Participation
ACCES Employment	Internationally Trained Professionals
City of Toronto Employment and Social Services (TESS) <ul style="list-style-type: none"> Local office in Yorkgate Mall and in the Rexdale Hub 	Local residents on OW, ODSP
JVS Toronto <ul style="list-style-type: none"> Local office in Jane and Finch Mall 	Local residents
Rexdale Women's Centre <ul style="list-style-type: none"> Local office in Rexdale Hub 	Local residents; women
Humber Community Services/Humber College <ul style="list-style-type: none"> Local office at Humber College and in the North York Sheridan Mall 	Internationally Trained Professionals
CAFCAN (Caribbean African Canadian) Community Services <ul style="list-style-type: none"> Local office on Arrow Road 	Local residents; racialized populations.
Northwood Neighbourhood Services <ul style="list-style-type: none"> Local office on Jane Street at Wilson Ave. 	Local residents; local entrepreneurs
Elsbeth Heyworth Centre for Women <ul style="list-style-type: none"> Local office on Finch Ave West at Weston Road 	Local residents; women
Labour Education Centre <ul style="list-style-type: none"> Satellite workshop near Steeles Ave W and Weston Road 	Local residents; racialized populations; women.
Toronto Community Benefits Network	Local residents; members of historically disadvantaged communities.
York University's Lassonde School of Engineering	Local students; members of historically disadvantaged communities.
Toronto Metropolitan University (formerly known as Ryerson University) – Faculty of Engineering	Local students; members of historically disadvantaged communities.

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Support Ontario Youth	Youth across Ontario interested in construction trade careers.
Jamaican Canadian Association (JCA)	Locally and internationally trained professionals; racialized populations; members of historically disadvantaged communities
Achev	Locally and internationally trained professionals Racialized populations; newcomers
Jump Start Refugee Talent	Racialized populations; newcomers- refugees to Canada
Skills for Change	Locally and internationally trained professionals Racialized populations; newcomers
VPI	Locally and internally trained professionals and racialized populations
COSTI	Locally and internally trained professionals and racialized populations
United Way Grater Toronto - cluster organizations	Locally and internally trained professionals and racialized populations

In recognition of the unique nature of the Jane-Finch and Rexdale communities, we have connected with community-based organizations to reach a broader cross-section of local jobseekers.

Table 3.2: Finch West LRT, Community-based Organizations

Community-based organizations	Audience/Participation
Toronto Community Benefits Network	Local residents
Labour Education Centre (LEC)	Local Residents
Jane and Finch Economic Opportunities Action Group	Local Residents
Jane and Finch Community and Family Centre	Local residents
Jane and Finch Community Ministry	Local residents
Rexdale Community Health Centre	Local residents
York University	Local residents

Through the Community Benefits Program, Mosaic has hired several local residents and people from historically disadvantaged communities. The table below outlines the number of Administrative & Professional, Technical and Casual roles filled to date:


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Table 3.3: PAT Hires from H&E groups to date

Category	Hires to date
Administrative & Professional	9
Technical (contracts – one ended March 1 st , 2020)	12
Casual (includes photographer, videographer, and flyer distributor)	5
Total Hires	26

During the first quarter, we regularly shared employment opportunities about professional, administrative, and technical (PAT) positions available on the project with the local workforce agencies, posted them on Mosaic's website at www.mosaictransit.com, and Metrolinx's Twitter @FinchWestLRT.


4.0 Employment Engagement Activities

Mosaic remains committed to partnering with local employment service agencies in promoting opportunities on the project as well as facilitating training in areas such as, but not limited to employment information sessions, interview, and resume writing skills.

As we continued to navigate the impacts of COVID-19, and adhering to health and safety guidelines, though majority of the events remained virtual as per the list of events and meetings, we also had a few in-person meetings:

Table 4.1: Employment Engagement Activities

Date	Type of Activity	Stakeholder(s)	Location
2023-01-27	Meeting – Planning for Internship Program 2023	TCBN	Zoom
2023-01-26	Information Session- Employment awareness in infrastructure projects through CB	Job Seekers - Labour Education Centre	Zoom
2023-01-31	Meeting – Collaboration with cluster organizations for job opportunities in the project.	United Way	Microsoft Teams

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Date	Type of Activity	Stakeholder(s)	Location
2023-02-09	Employer Networking Event – York University	Job seekers from York University	Zoom
2023-02-16	UNPAD- A national conversation with construction labour	Several community and industry stakeholders	Zoom
2023-02-22	Green in Construction career fair	TCBN and industry stakeholders	Rhema Centre, Downsview
2023-02-03	Information Session - Internship Program Recruitment Process and referring clients	TCBN and Community Organizations	Microsoft Teams
2023-02-24	Information Session – Careers in Construction	ACCES Employment – Job seekers	Zoom
2023-03-02	York University – Employer Meet and Greet Career Fair	York University Students and Job seekers	York University Premises

4.1 Advertising via Social Media Platforms

In conjunction with our workforce agencies, Mosaic utilizes various online platforms, such as the Contracting Authority's social media platform, @FinchWest LRT to publicize job opportunities on the Project. Employment opportunities are also posted on LinkedIn via Mosaic's parent companies (i.e. Aecon, CRH, and Dragados). Professional, Administrative and Technical roles are hired by those parent companies. We continue to utilize our LinkedIn page to promote links to employment opportunities on the projects that are posted by our parent companies. Further, opportunities are also posted on our website [HERE](#).

List of current PAT opportunities :

- Community Relations Specialist
- Trainer, Vehicles and Operations
- Assistant Surveyor
- Assistant Quality Manager
- Handover Coordinator
- Utility Coordinator
- Structures Coordinator
- Operations and Maintenance Lead

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- MEP Coordinator
- Document Controller
- MEP Coordinator

4.2 PAT Community Internship Program – 2023

Thanks to the success of last year's Mosaic Transit Constructors' Finch West LRT community internship program, we are relaunching the initiative in partnership with the Toronto Community Benefits Network (TCBN) in 2023.

We started the outreach efforts in February 2023 and recruitment began in March 2023 for this 12-week program. Skilled professionals will be given on-the-job training in the construction sector where they can gain on the job experience to secure full time jobs. This is the second cohort of this unique internship program initiated by Mosaic Transit Group.



Have a bachelors degree in **ENGINEERING or **ADMINISTRATION**?
Need on the job experience?**

Apply for a 12 week, full-time internship with Mosaic Transit Group in the Industrial, Commercial and Institutional construction sector.



IDEAL CANDIDATE

Job seekers who are entering and or transitioning their acquired skills to the construction field



LOCATION

Various construction sites and site offices of the Finch West LRT



TIME FRAME

Apply by **March 10th**
Internship begins **April 3rd**

SEE POSTING & APPLY NOW

INTERNSHIP PROGRAM PLAN

- Orientation
- Health and Safety Training
- Commencement of Work
- Identify and Match with a Mentor
- Midterm Performance Review
- Final Performance Review
- Job Reference Letter
- Discuss Employment Opportunities with Career Coach

Participants are eligible for paid internship and or financial supports


(647) 545 8226

job@communitybenefits.ca

www.employerportal.ca/mosaic



Flyer-Community Internship Program Outreach

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Our outreach efforts included 4 information sessions with over 15 community organizations, social media posts and information shared at various career fairs attended by Mosaic Transit Group's Community Benefits staff.

The program is specially designed for internationally educated professionals and job seekers entering the construction sector. The cohort of program, which is due to start in April, will aim to recruit about 10 to 12 skilled professionals in various departments of the organization. This program will not only provide learning and training opportunities to these individuals, but also mentorship to continue their journey in construction careers.

4.3 List of Trade Opportunities

Mosaic uses many avenues to share and highlight the trades and work activities that play an integral part in the project such as:

- Electricians/security fencing
- Roofers
- Concrete/metal works/framing
- Ironworks/tiling/painting/drywall/installation of shelving
- Installation of toilet partitions and lockers, miscellaneous
- Millwork, window blinds, furniture
- Installation and inspection of equipment
- Excavation, dewatering, support of excavation, rebar, waterproofing, formwork, structural steel/decking, curtain wall
- Walking surfaces (tactile flooring)
- Relocation of wet utilities; asphalt removals, excavation, grading, and pavement; bridge rehabilitation
- Electrical and mechanical works
- Fire protection

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5.0 Increased Access to Sub-contractor Information




Skilled tradespeople are hired for the project by sub-contractors procured by Mosaic Transit Constructors. Mosaic consistently communicates the “importance of the community benefits” aspect of their contractual agreement with sub-contractors and reinforces the importance of hiring from BIPOC groups and local communities.

An updated list of sub-contractors currently working on the project along with the sub-contractors' point of contact for employment opportunities are posted at: <http://www.mosaictransit.com/skilledtrades.html> to increase community members access to information about potential employment opportunities on the Finch West LRT project.

5.1 Apprenticeship Plan

Mosaic's engagement and collaboration efforts with the unions and subcontractors are showing results and boosting the number of apprentices and local tradespeople hired on the Project. We have active interaction with various unions and supported subcontractors to improve their hiring, tracking, and reporting of apprentices and local hires. We also updated

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our contract documents to incentivize subcontractors to increase employment and apprenticeship opportunities to the local communities.

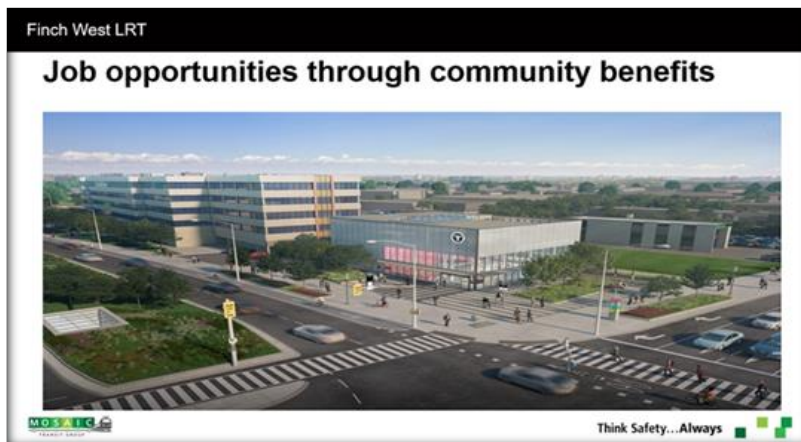
For Q1 a total of 117 trades persons contributed to the construction of the Finch West LRT in the following categories:

Trade Hires	Number of Hires
Apprentices	22
Journey Persons	36
Labourers	54
Helpers	5
TOTAL	117


To increase community access to potential trades opportunity on the project, Mosaic posts a list of its current sub-contractors on their website at: <http://www.mosaictransit.com/skilledtrades.html>

Mosaic Transit Group Supporting the Apprenticeship Plan and Local Hiring

Employment Information Sessions



FWLRT Virtual Employment Information Session

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As part of the community benefits work, we regularly outreach to the community regarding careers in construction and upcoming job opportunities on the project. In Q1, we reached out to more than 150 job seekers through four (4) employment information sessions that were delivered virtually. The job seekers had the opportunity to ask questions related to the hiring process and entering the construction sector. The sessions were organized through community organizations for their clientele, who are job seekers.


Career Fairs



Green in Construction Career Fair-22nd 2023

Mosaic Transit Group (MTG) took part in hosting a booth at the Green in Construction Career Fair hosted by Toronto Community Benefits Network for the local community job seekers at the Rhema Foundation at Downsview Park on February 22, 2023. Several large construction companies took part in this career fair, there were also community organizations providing valuable information for job seekers.

Representatives from MTG's Human Resources and Environmental departments joined the Community Benefits team to provide valuable insights to the job seekers. MTC met with over 250 job seekers and provided information on employment in construction and collected resumes for the existing job opportunities in the project. This is an impactful collaborative approach to recruitment from diverse backgrounds. The day was highly successful with positive energy in the air with the goal of equitable hiring and sustainable construction solutions.

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York University-Career Fair- March 2nd, 2023

York University invited MTC to take part in their Diversity and Inclusion student hiring/employer meet-and-greet event that took place on March 2, 2023. The community benefits team met with over 300 student job seekers who were from various disciplines including engineering, IT, business, and project management. MTC gave information about various existing job opportunities in the project, and resume critiquing.


The student job seekers had various questions about careers in the construction sector. We handed out various swags and brochures on FWLRT project. The day was extremely successful, as we interacted with the next generation of the workforce interested in the construction industry.

Networking Event - York University IEP Program Graduation




On February 9, 2023, MTC was happy to network and take part in York University's Internationally Educated Professional' bridge training program. Approximately 80 internationally trained professionals who were graduating from the IEP program interested in careers in construction attended this networking event. The graduates discussed their options and career paths with high enthusiasm.

Mosaic Transit Group Staff participated in the networking and speed mentoring session and provided valuable information about careers in construction.

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5.2 Tracking Diversity and Inclusion (D&I)



Tracking Diversity on the Finch West Light Rail Transit Project

Help us make Mosaic's delivery of the community benefits and apprenticeship initiatives on the Finch West Light Rail Transit (FWLRT) the most inclusive and diverse project by completing the questionnaire below.

All personal information you provide is confidential. Under *The Freedom of Information and Protection of Privacy Act* Mosaic is obligated to protect the confidentiality of personal information in its possession and control, and to use the information only for the purpose for which it is collected.

First 3 characters of your postal code

Please tell us if you identify with any of the following (check all that apply):


- Aboriginal
- Racialized/Visible minority
 - Arab
 - Black
 - Chinese
 - Japanese
 - Korean
 - Filipino
 - Latin American
 - Southeast Asian
 - South Asian
 - West Asian
 - Other – Specify _____
- White
- Immigrant
- Newcomer to Ontario
- Veteran
- Person with disabilities
- Woman
- LBGTQ+
- Youth (18-29)

I choose not to disclose

*Sources used to identify ethnocultural classifications and designated groups include, "Employment Equity Act (S.C. 1995, c. 44)", "Visible Minority and Population Group Reference Guide, Census of Population, 2016" and "Finch West LRT Project Agreement"

Canada's construction industry is suffering from a shortage of workers and most of these workers will be required to replace 210,000 workers who will retire in a few years. To address the shortage, the Canadian Construction Association encourages companies to provide construction opportunities to people from all backgrounds so they may share their skills and be part of building Canada's future.

To capture a better picture of the diversity of the individuals contributing to the construction of the Finch West LRT, Mosaic incorporated the Tracking Diversity on the Finch West Light Rail Transit Project form into our Site Induction registration form to seamlessly collect this data. Due to COVID19 Pandemic, this form was incorporated as an electronic form, this voluntary questionnaire is included in our Site Induction registration form to seamlessly collect this data during registration.

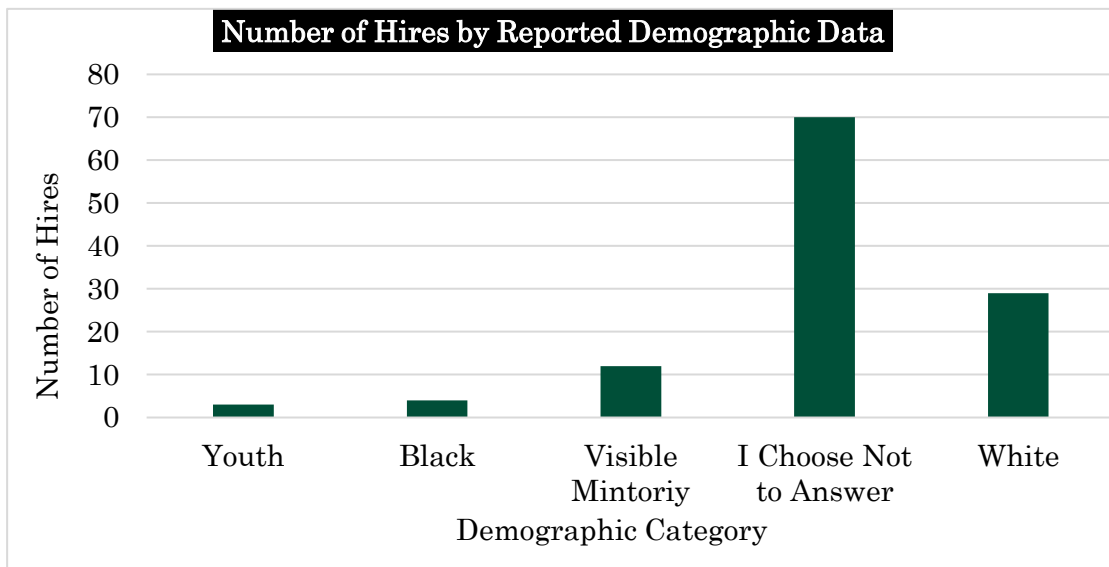
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Enhancing Tracking System: Diversity Video

While the tracking and monitoring of diverse hires on the project was enhanced in 2022, the number of people who chose not to answer the diversity questionnaire remained the same. We determined that the respondents were not fully aware of the purpose of collecting this information so we developed a short educational video in Q1 2023 which will be rolled out in Q2 2023. This video will be played during the Site Orientation sessions.

We will be monitoring how the video impacts the number of persons who typically chose not to disclose their demographic information.

Reported demographic data of hires for Q1 of 2023 is as follows:




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Breakdown of demographic data for Q1:

Category	Number of Hires
Youth	3
Black	4
I choose not to answer	70
Visible Minority	12
White	29
TOTAL REPORTED	117

It is noted that in Q1, we continued to see an increase in the number of people who chose to respond to the diversity questionnaire, hence the improved version of the tracking system has significantly helped in achieving this while adhering to the Privacy Act.

Our teams are constantly thinking of better ways to collect the necessary data without compromising the privacy of individuals, especially in the online environment within which the forms are completed.

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6.0 Supporting Community-Based Businesses

Constructing this project requires the support of regional, local, community and social enterprise businesses. Mosaic shares business opportunities with the local BIAs that provide support, guidance, and direction to the businesses within their boundaries

Table 6.1: Business Improvement Area organizations

Albion Islington Square BIA

<https://www.albionislingtonsquare.org/>

925 Albion Rd, Suite 100,
Etobicoke, ON M9V 1A6
Tel: 416-743-3267

Emery Village BIA

<https://emeryvillagebia.ca/>

1885 Wilson Avenue, Suite 209
Toronto ON, M9M 1A2
Tel: 416-744-7242

DUKE Heights BIA


<https://dukeheights.ca/>

2 Champagne Drive, Suite C9 – 205
Toronto, ON M3J 0K2
Tel: 416-739-1621

Wilson Village BIA

<https://www.wilsonbia.com/>

1013 Wilson Avenue,
Suite 201, Office 3
Toronto, ON M3K 1G1
Tel: 647-349-2424

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6.1 Local Investments:



Keele Street and Finch Avenue West

In partnership with Mosaic's procurement department, the Community Benefits Specialist:

- Identifies procurement opportunities to promote to local businesses.
- Promotes procurement opportunities at:
 - www.mosaictransit.com
 - Via local BIAs
- Identifies companies awarded contracts and posts the duration of time they will be on the project, so those looking for employment may contact them to inquire about available opportunities.
- Identifies local businesses and social enterprises that can provide goods and services to the LRT project (i.e. advertising, supplies, services)
- Arranges and offers workshops/webinars/events to provide local business owners networking opportunities with our staff as well as business development training, i.e., website and social media marketing tools.

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Supporting Local Business Event


Mosaic Transit Group participated in a business promotional event at Yorkgate Mall during the March break 2023 events organized by Yorkgate Mall on March 8th, 2023.



MTC at Yorkgate Mall March Break Event – March 8, 2023

The event brought close to 200 local families from the local neighbourhoods, the children enjoyed the March break festivities at the mall from face painting to cookie decorating, while their parents shopped in the local stores. The businesses saw an increase in foot traffic to their businesses, which was highly received by them.

Mosaic Transit Group supported the event by having a booth, providing a variety of swags, and speaking to the local residents on the ongoing construction. The team also interacted with several local business owners and provided information on the future business opportunities within the project.

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Community investment along the project corridor is summarized in the table below:

Table 6.2: Q1 Finch West LRT Spend

Category	Spend
Flyer distribution-social enterprise	\$1,685.70
Businesses-owned by equity deserving groups-videography	\$11,300.00
Local business-swag and printing	\$39,850.90
Other Local Businesses – Business Operations	\$41,405.13
Local sub contractors	\$831,320.36
TOTAL	\$925,562.00

Q1 Community Investment within the FWLRT Community Benefits Boundaries = \$925,562.00

The total community spending from the inception to Q1 2023 of FWLRT project is 20 M+

7.0 Community Benefits 2023 Work Plan

The table below provides a snapshot of Mosaic's Community Benefits work plan for 2023 and highlights commitment to equitable economic opportunities, training, and workforce development, as well as supporting social enterprises through procurement and community improvements.




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Table 7.1: Work Plan


Initiative	Goal	Location	Timing (appx)
Apprenticeship Plan -Job Fair- Careers in Green Building/Construction	Participate and spread the word about upcoming job opportunities, employment pathways and resume critiquing to job seekers.	Rhema Canada Centre - Downsview	Q1 of 2023-February 22, 2023
Apprenticeship Plan - Employment Information Session-Careers in Construction.	Capacity and awareness building for new job seekers in construction sector on pathways into skilled trades	Virtual via Zoom – Various Labourforce agencies and partners	Q1 of 2023, January 26, 2023
Community Benefits and Liaison Plan -Community Benefits Best Practices – Participation as Guest Speaker.	Knowledge Sharing - moving the needle on diverse procurement and implementing successful CBAs.	Virtual - Zoom	Q1-February 14, 2023
Community Benefits Liaison Plan-Community Internship Program-Outreach and Recruitment. -Cohort-1	Provide information sessions and program information to workforce agencies. Coordinate screening & offer placement.	Mosaic Transit Group – TCBN – Virtual and In-person	Q1 of 2023, February-March 2023
Community Benefits Liaison Plan- Community Improvement - Earth Day Clean Up Initiative	Select City of Toronto parks along the FWLRT corridor will be cleaned up by the FWLRT staff and crew	TBD	Q2 – April
Community Benefits Liaison Plan-Neighbourhood Improvement-Community Garden.	To support and encourage locally grown food products. Participate and sponsor a community garden project at a local school or library along FWLRT corridor	TBD	Q2 – April - May

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Community Benefits Liaison Plan-Community Internship Program Implementation-Cohort-1. Recruitment of 10 interns interested in careers in construction and possible placement in full time employment.	Implementation of PAT internship program to provide learning, training, and mentoring opportunities to BIPOC job seekers. Monitor and provide supports for interns throughout the placement period.	Mosaic Transit Group- Site Offices and PMO office	Q2 of 2023 – April June 2023
Apprenticeship Plan - Careers in Construction – Career Fair	Participate in Career Fair organized by Emery Village BIA and workforce agencies. Provide information on upcoming job opportunities, resume critiquing and demand in construction sector to job seekers.	TBD	Q2, 2023. April 13, 2023
Apprenticeship Plan-Careers in Construction – Construction Site Tours	Take a group of pre-apprentices and job seekers interested in skilled trades for construction site tours as a way a learning opportunity to consider pathways to careers in skilled trades.	Various site locations along Finch West LRT corridor	Q2 - Q4 of 2023 -TBD
Apprenticeship Plan - Careers in Construction – Union Recruitment	Participate in trade union recruitment days organized by TCBN to help build awareness about careers in construction and pathways to skilled trade careers.	Various site locations along Finch West LRT corridor.	Q2 – Q3 of 2023 -TBD
Community Benefits Liaison Plan-Community Internship Program-Outreach and Recruitment. Cohort-2 – 10 interns	Provide information sessions and program information to workforce agencies. Coordinate screening & offer placement.	Mosaic Transit Group – TCBN – Virtual and In-person	Q3 of 2023, July- Aug 2023
Community Benefits Liaison Plan-Community Internship Program Implementation-Cohort-2	Implementation of PAT internship program to provide learning, training, and mentoring opportunities to 10 BIPOC job seekers.	Mosaic Transit Group- Site	Q3 – Q4 of 2023 – August -

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	Monitor and provide supports for interns throughout the placement period. And connect to possible upcoming job opportunities.	Offices and PMO office	October 2023
Apprenticeship and Community Benefits Liaison Plan- York University – Booth for Careers information	Provide information on Employment pathways into skilled trades and PAT jobs.	In-Person York University Campus	Q2 – Q3 - Date TBD
Community Benefits Liaison Plan – Support local and diverse procurement.	Provide various sponsorships and help promote local business vendors along FWLRT through various events that will attract local business opportunities	Local BIAs and Malls along FWLRT corridor.	Q2-Q4 Dates - TBD
Apprenticeship Plan - Careers in Construction – NexGen Builders Annual Mentorship Retreat	Participate in the mentoring sessions at the retreat to provide information on pathways to careers in construction and about FWLRT job opportunities	TBD	Q3-TBD
Community Benefits Liaison Plan- Holiday dinner for residents at a Shelter, Holiday Food Drive and Toy Drive	Supporting local youth/women shelters. Supporting local food bank.	Local Shelters and Food Banks -TBD	Q4 2023 TBD
Community Benefits Liaison Plan – Community Culture through Art Project	To support and recognise the local culture and artists or students, a local art project will be implemented. This is to express the culture of the FWLRT communities through arts	Humber College Station Portal and MUP tunnel – TBD	Q4 TBD
Community Benefits Liaison Plan – Supporting local businesses	Sponsor and be part of various business initiative that take place along the FWLRT corridor – Organized by local BIA's and Malls	In person at various locations	Q2-Q4


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8.0 Q1 Community Benefits Activities

The table below captures the summary of all the community benefits activities that took place in Q1 of 2023.

Table 8.1: Activities for the period of Q1-2023

Date	Type of Activity	Stakeholder(s)	Location
2023-01-10	Meeting – Combined Construction Liaison Committee	Several Stakeholders	Several stakeholders
2023-01-27	Meeting – Planning for Internship Program 2023	TCBN	Zoom
2023-01-27	Meeting- Community Benefits Working Group	Several Stakeholders	
2023-01-26	Information Session- Employment awareness in infrastructure projects through CB	Job Seekers	Labour Education Centre
2023-01-31	Meeting – Collaboration with cluster organizations for job opportunities in the project.	United Way	Microsoft Teams
2023-02-07	Meeting – Combined Construction Liaison Committee	Several Stakeholders	Microsoft Teams
2023-02-09	Information Session and Employer Networking Event – York University	Job seekers from York university	Zoom
2023-02-14	Webinar Delivery-Community Benefits Best Practices	Several community and industry stakeholders	Microsoft Teams
2023-02-16	UNPAD-A national conversation with construction labour	Several community and industry stakeholders	Zoom
2023-02-21	Toronto Construction Association – Awards Ceremony and AGM	Industry Stakeholders	In-Person – Richmond Hill Country Club
2023-02-22	Green in construction career fair	TCBN and industry stakeholders	Rhema Centre, Downsview
2023-02-23	Black History Month Celebration Showcase Event	Several Unions and industry stakeholders	Bellagio Banquet Hall, Woodbridge
2023-02-03	Information Session- Internship Program Recruitment Process and referring clients	TCBN and Community Organizations	Microsoft Teams

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Date	Type of Activity	Stakeholder(s)	Location
2023-02-24	Information Session – Careers in Construction	ACCES Employment – Job seekers	Zoom
2023-03-02	York University – Employer Meet and Greet Career Fair	York University Students and Job seekers	York University Premises
2023-03-07	Webinar - Maximizing Local Economic & Social Impact	TCBN and several community stakeholders	Zoom
2023-03-13	Business Support Event- March Break at Yorkgate Mall	Community residents and local businesses	Yorkgate Mall
2023-03-07	Meeting Combined Construction Liaison Committee	Several Stakeholders	Microsoft Teams
2023-03-21	International Day for the Elimination of Racial Discrimination – IDERD Event	Labour Community Services	Microsoft Teams

9.0 References

BuildForce Canada (2021) report -Construction Looking Forward.

City of Toronto. (2018). *City Planning 2016 Census Profile 2018 25-Wards Ward 07*. Toronto: Toronto City Planning Strategic Initiatives, Policy & Analysis.