



MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

The Finch West Light Rail Transit (LRT) Project

Report: Community Benefits and Liaison Plan July 1 – September 30, 2022

	<i>Varni Tayalan</i>		21-12-2022
PREPARED BY:	Varni Tayalan Community Benefits Specialist		DATE
		DocuSigned by: <i>Jason Wesley</i> FEF0B0A594084CC...	
	Jason Wesley		21-12-2022
PREPARED BY:	Jason Wesley Communications and Public Engagement Director		DATE
		DocuSigned by: <i>Shalini Sivakumar</i> BC4618BA0C5548C...	
	<i>Shalini Sivakumar</i>		21-12-2022
REVIEWED BY:	Shalini Sivakumar Human Resources Director		DATE
		DocuSigned by: <i>Eduardo Galnares</i> 1928D9AAC23E471...	
			21-12-2022
APPROVED BY:	Eduardo Galnares Project Director		DATE

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

Revision Index

Revision	Description of Changes	Date
00A	Issued for Use	



MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

Table of Contents

1.0 Introduction.....	1
2.0 Mosaic Transit Group's Community Benefits Team.....	2
3.0 Employment Opportunities.....	3
4.0 Employment Engagement Activities.....	6
4.1 Advertising via Social Media Platforms.....	7
4.2 PAT Internship Program.....	8
4.3 List of Trade Opportunities.....	10
5.0 Increased Access to Sub-contractor Information.....	11
5.1 Apprenticeship Plan.....	11
5.2 Tracking Diversity and Inclusion (D&I).....	14
6.0 Supporting Community-Based Businesses.....	16
6.1 Local Investments.....	17
7.0 Community Benefits 2022 Work Plan.....	19
8.0 Q3 Community Benefits Activities.....	21
9.0 References.....	22

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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 the Conference Board of Canada (Economic Focus-2020), the rising inflation rate, currently sitting at 7.7%, causes low-income Canadians to have more difficulty maintaining their existing quality of life than high-income households. This indicates that low-income neighborhoods such as those in parts of Etobicoke, Jane & Finch, Albion, Humber River, and Black Creek have a harder time to make ends meet. Higher paying stable jobs, such as those in construction sector, is key to ensuring equitable income. 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.

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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.

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

	<ul style="list-style-type: none"> Primarily interfaces with Metrolinx's Community Benefits Specialist.
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.



MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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.

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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

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 a number of local residents and people from historically disadvantaged communities. We were able to hire two PAT (Professional, Administrative and Technical) professionals for the project from the local communities in Q3 of 2022. The table below outlines the total number of Administrative & Professional, Technical and Casual roles filled from inception to date of the project:


MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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 third quarter, we regularly shared employment opportunities about professional, administrative, and technical (PAT) positions available on the project with the local workforce agencies, posted opportunities on Mosaic's website at www.mosaictransit.com, and on the parent companies' and Mosaic's LinkedIn account..


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.

We delivered all employment engagement events and meetings both in person and virtual as COVID-19 restrictions were eased throughout the year.

Table 4.1: Employment Engagement Activities

Date	Type of Activity	Stakeholder(s)	Location
2022-07-04	Meeting – Employment pathways to opportunities to youth in construction sector	Support Ontario Youth	Microsoft Teams
2022-07-07	Meeting – Exploring opportunities for collaboration for employment opportunities in the FWLRT Project	Jane Finch Family Centre	Corner Commons at Jane/Finch Mall
2022-07-12	Meeting- Planning Meeting- Trade Union Recruitment Outreach Day	TCBN	Zoom

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT


Date	Type of Activity	Stakeholder(s)	Location
2022-07-27	Information Session- Employment awareness in infrastructure projects through CB	York University – IEP program	Zoom
2022-07-10	Internship program-Update and Graduation Day planning meeting	Toronto Community Benefits Network	Microsoft Teams
2022-08-09	Information Session- Employment awareness in infrastructure projects through CB	Achev	Microsoft Teams
2022-08-13	Union Outreach Days— Apprenticeship Plan collaboration – outreach to community	TCBN, Several Trade Unions	In-Person
2022-08-27	NexGen Builders Annual Retreat – Speed Mentoring and Construction Trade employment event	TCBN/ Other Community Partners	In-Person
2022-08-30	Community Engagement – Internship Program Graduation	TCBN/ Other Community Partners	In-Person
2022-09-20	Meeting with York University- PAT Employment Opportunities and potential pathway	Monica Brannon – Program Coordinator	Microsoft Teams

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, @FinchWestLRT 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 project 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

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT


- Utility Coordinator
- Structures Coordinator
- Operations and Maintenance Lead
- MEP Coordinator
- Document Controller
- MEP Coordinator

4.2 PAT Community Internship Program Outcomes

The 12-week internship program which was implemented in June, in collaboration with the Toronto Community Benefits Network's *Newcomers Pathways into Construction* program came to an end in August. Skilled newcomers were given on-the-job training in the construction sector where they gained Canadian experience to secure full time jobs.



Community Internship Program Graduation

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

The program was specially designed for internationally educated professionals. The cohort of the program which started in June consisted of 7 skilled professionals working in various departments of the organization.

This program not only created a pool of successful job seekers for our own project, but also created a pipeline of diverse potential candidates for the construction industry. This was a highly positive program on many levels, making a difference to the individuals, creating an impact in the communities we work in, and the hiring companies.

To attest to the success of the program, to date 6 interns were hired by parent companies and major sub-contractors of Mosaic Transit Group. Four of the interns are currently working in the Finch West LRT project. To celebrate the success of the interns, a graduation event was held in August, the event was attended by community organizations and Mosaic's leadership team.

Mosaic wanted to hear from the interns themselves to discuss their journey and determine how this program helped them navigate towards a successful career, below is the testimonial to this program by one of the successful interns, Zahra Azadpour.


Zahra Azadpour has 14 years of experience as an electrical engineer but was looking for a new and exciting career change after she and her husband and daughter emigrated to Canada from Iran in 2021. "Like many newcomers, I was wondering how to be successful and find a job in Canada," she said. "I got familiar with the Labour Education Centre, a non-profit organization, which provides employment services and heard about this internship with TCBN and Mosaic."



Zahra Azadpour is suited up for work at the Maintenance and Storage Facility

Changing careers can be a little frightening and rife with challenges, but Zahra was more excited about new opportunities than anything else; "For some people, making a career change means you start over," she explained. "Which can sometimes result in taking an entry-level position, but in my opinion, experience is experience and it helps achieve career success!"

It also appears as though Zahra has found her niche, as the construction and skilled trades industry is full of variety and opportunities.


MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

“Construction work is extremely rewarding,” she said. “This industry really allows us to witness the fruits of our labour. We are building things that matter so much to the people in the community, which leads to wonderful job satisfaction.”

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

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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 obligation 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 actively interacted with various unions and supported subcontractors to improve their hiring, tracking, and reporting of apprentices and local hires. We also updated

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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

For Q3 a total of 131 trades persons contributed to the construction of the Finch West LRT in the following categories:

FWLRT Q3 Hires	
Trade Hires	Number Hired
Apprentice	18
Journey person	25
Labourer	82
Helper/Worker	6
Total	131

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

Union Outreach Days

To support the apprenticeship plan, we work with community organizations and trade unions to build awareness about careers in construction trade. We do this by conducting regular outreach activities and information sessions in the community.

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT



Mosaic supported the union outreach days organized by TCBN and several construction trade unions by spreading the word about careers in construction trade in Jane and Finch.

We interacted with close to 100 residents of the Jane and Finch Community to speak about careers in construction, provide project updates and opportunities in FWLRT project.

Mentoring and Networking Event at Niagara on the Lake


On August 27, Mosaic's Community Benefits team attended and participated in the NextGen Builders' Annual Retreat at Polonia Park in Niagara-On-The-Lake.



Approximately 120 people who are interested in careers in construction and skilled trades came to the site to discuss their options and career paths with professionals.

The day was packed with various exciting activities, including speeches from industry leaders, networking opportunities, as well as fun team building games and exercises!


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


MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

5.2 Tracking Diversity and Inclusion (D&I)

BuildForce Canada, a Canadian construction industry association has estimated that there may be a shortfall of 250,000 workers by 2021. 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 during the next eight 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 currently uses a Tracking Diversity form on the Finch West Light Rail Transit Project. 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.

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT



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
- LBGTO+
- Youth (18-29)


I choose not to disclose

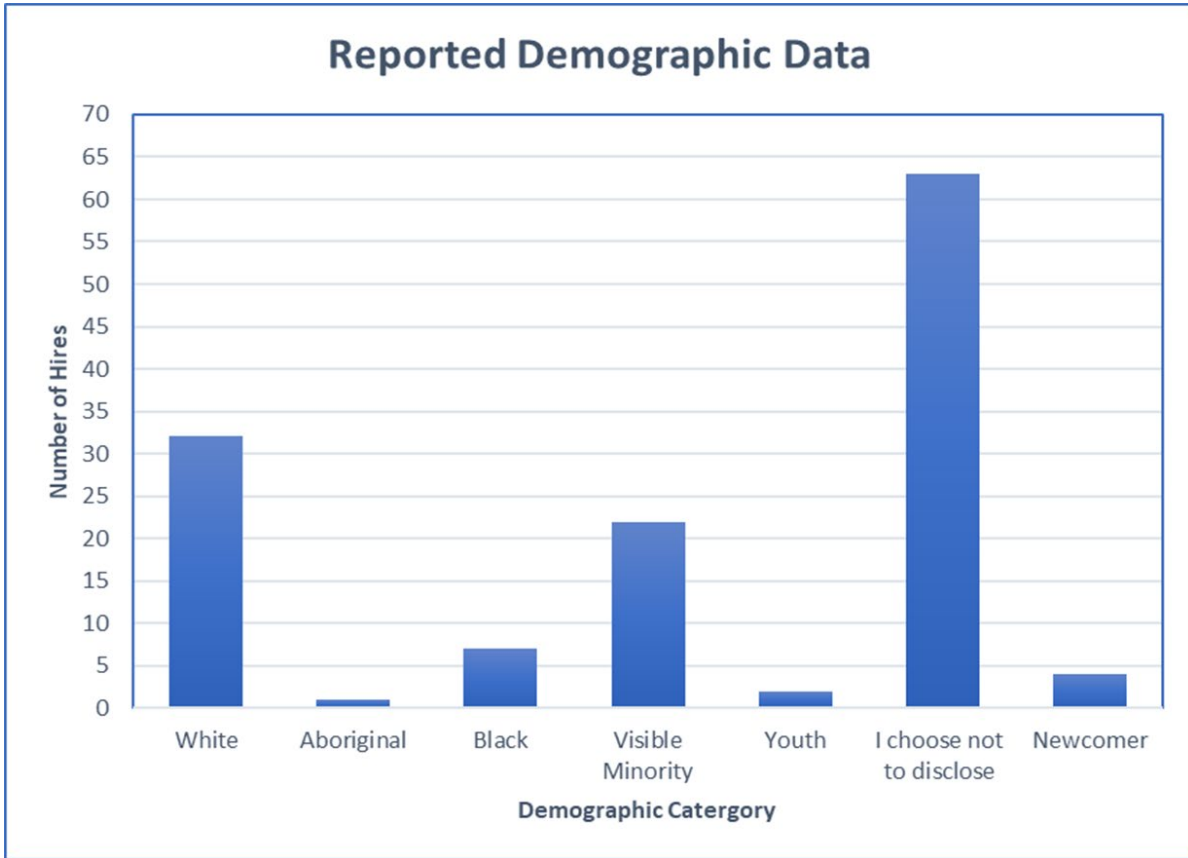
*Sources used to identify ethnocultural classifications and designated groups include, "Employment Equity Act (S.C. 1995, c. 44)", "Visible Minority and Population Group Reference Guide, Census of Population, 2016" and "Finch West LRT Project Agreement"

Enhanced Tracking System:


Tracking and monitoring method was enhanced to improve the tracking of diverse hires in the project in Q3 of 2022 and this has significantly improved data capturing. This has also contributed to increased transparency and accountability with our stakeholders. This system can be easily replicated for future infrastructure projects with CB agreements.

Reported demographic data of hires for Q3 of 2022 is as follows:

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT



Breakdown of demographic data for Q3:

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

Q3 TOTAL REPORTED	
Category	Number
White	32
Aboriginal	1
Black	7
Visible Minority	22
Youth	2
I choose not to disclose	63
Newcomer	4
Total Reported	131

It is noted that Q3 saw a significant increase in the number of persons who chose to respond to the diversity questionnaire. The percentage of new hires who reported their demographic background has increased from 25% in Q2 of 2022 to 52% in Q3 of 2022. Hence the improved version of the tracking system has substantially increased capturing of this data 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.

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

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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

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)

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

- 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

Supporting Local Business Event and Engagement


Mosaic Transit Group participated at a Bike Donation Initiative; a fun filled event organized by Duke Heights BIA's (Business Improvement Area).



In collaboration with Duke Heights BIA, Mosaic attended the Children Bike Donation Initiative.

50 brand new bikes were given away to children of low-income families from the local communities. Mosaic transit group was present at this event, to give away safety stickers, and other swag and provided project update to more than 250 attendees who were curious about many aspects of the ongoing construction.

The team also interacted with several local business owners and provided information on the future business opportunities within the project

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

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

Table 6.2: Q3 Finch West LRT Spend

Q3 Community Investment	
Category	Spend
Social Enterprise – Flyer Distribution	\$ 4,874.50
Community-Based Investment:	\$ 46,270.29
•Historically Disadvantaged Small Business Owners- Printing/Swag Orders	\$ 5,085.00
•Other Local Businesses	\$ 18,132.91
•Local Sub Contractors , suppliers etc.	\$ 2,186,128.93
Total	\$ 2,260,491.63

Q3 Community Investment within the FWLRT Community Benefits Boundaries = \$ 2,260,492.00

The total community spending from the inception to Q3 2022 of FWLRT project is 17.6 M+

7.0 Community Benefits 2022 Work Plan

The table below provides a snapshot of Mosaic's Community Benefits work plan for 2022 and highlights commitment to equitable economic opportunities, training, and workforce development, as well as supporting social enterprises through procurement and community improvements. Many community benefits activities were delivered in-person as Covid 19 restrictions were eased throughout the year.



MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

Table 7.1: Work Plan

Month	Plans
January	Community Benefits and Apprenticeship Plans – 2021 End of Year Report
February	Apprenticeship Plan: Planning Picnic Table Built for local school-Elmbank Junior Academy
March	Apprenticeship Plan: Picnic Table Built Initiative in partnership with Labour Education Centre Community Engagement: Building Diversity Awards nomination
April	Community Benefits and Apprenticeship Plans: Planning 12 week PAT Internship program in partnership with TCBN. Community Engagement: Building Diversity Awards Nomination Community Engagement: Donation of picnic tables to Elmbank Junior Academy Engagement With Social Enterprise- Construction site tour with Good Foot Delivery Services
May	Business Community Engagement: Mother's Day event at York Gate Mall Apprenticeship Plan: Construction Site Tour with TCBN Community Environment Improvement: Clean up FWLRT corridor locations. Community Engagement: Building Diversity Gala attendance Community Benefits and Apprenticeship Plans Implementation of 12-week Internship program in partnership with TCBN Cohort-1.
June	Apprenticeship Plan: Consider the Trades Information Session Business Community Engagement: Construction Site Tour to Good Foot- a social enterprise that provides employment opportunities to the neuro-diverse community Community Environment Improvement: Tree Planting initiative along the Finch West Corridor
July	Business Community Engagement: Jane and Finch Mall Community Environment Improvement: Tree Planting initiative along the Finch West Corridor Apprenticeship Plan: Construction Site Tour with LEC
August	Apprenticeship Plan: Participate in Union recruitment days initiative by TCBN
September	Community Engagement: donation of school supplies to elementary schools Community Environment Improvement: Tree Planting initiative along the Finch West Corridor Community Benefits and Apprenticeship Plans: Implementation of 12-week Internship program in partnership with TCBN-Cohort-2
October	Community Improvement: donation of school supplies to elementary schools Apprenticeship Plan: Construction Site Tour with TCBN Business Community Engagement: Local Business Event at York Gate Mall


MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

November	Social Enterprise Engagement: Buy Social Canada roundtable Business Community Engagement: Local Business Event at York Gate Mall
December	Community Improvement: Holiday Dinner for residents at Youth Without Shelter Apprenticeship Plan: Construction Site Tour with LEC Business Community Engagement: Local Business Event at Jane and Finch Mall

8.0 Q3 Community Benefits Activities

Table 8.1: Activities for the period of Q3-2022

Date	Type of Activity	Stakeholder(s)	Location
2022-07-04	Meeting – Employment pathways to opportunities to youth in construction sector	Support Ontario Youth	Microsoft Teams
2022-07-07	Meeting – Exploring opportunities for collaboration	Jane Finch Family Centre	Corner Commons at Jane/Finch Mall
2022-07-12	Meeting- Planning Meeting- Trade Union Recruitment Outreach Day	TCBN	Zoom
2022-07-04	Meeting- Community Benefits-Best Practises	Mobilinx and Eglinton Crosstown CB specialists	Microsoft Teams
2022-07-14	Local Business Engagement- Duke Heights Bike Donation Initiative	Local Businesses and Duke Heights BIA	In Person
2022-07-27	Information Session- Employment awareness in infrastructure projects through CB	York University – IEP program students	Zoom
2022-07-10	Internship program-Update and Graduation Day planning meeting	Toronto Community Benefits Network	Microsoft Teams
2022-08-02	Meeting – Community Benefits Best Practices	Mobilinx, Crosslinx Transit Solutions	Microsoft Teams
2022-08-09	Information Session- Employment awareness in infrastructure projects through CB	Job seekers of Achev	Microsoft Teams
2022-08-16	Meeting -Community Engagement-Nexgen Builders Annual Retreat-Planning	Several Industry Stakeholders – TCBN, Building Up, TNO, etc.	Zoom

MTC-COM-RPT-00009	Community Benefits and Liaison Plan – Q3 Quarterly Report (July 1 – September 30, 2022)	
Revision No. 00A	Owner: Varni Tayalan	Finch West LRT

Date	Type of Activity	Stakeholder(s)	Location
2022-08-13	Union Outreach Days— Apprenticeship Plan collaboration – outreach to community	TCBN, Several Trade Unions	In-Person
2022-08-27	NexGen Builders Annual Retreat – Speed Mentoring and Construction Trade employment event	TCBN/ Other Community Partners	In-Person
2022-08-30	Community Engagement – Internship Program Graduation	TCBN/ Other Community Partners	In-Person
2022-08-02	Meeting – Combined Construction Liaison Committee	Several stakeholders	Microsoft Teams
2022-09-13	Meeting – Planning for community engagement events – Yorkgate Mall	Chris Couch – Marketing Manager	Microsoft Teams
2022-09-13	Meeting with Duke Heights BIA-for the upcoming Soupalicious event – planning and sponsorship	Laura Ispas	Microsoft Teams
2022-09-20	Meeting with York University- PAT Employment Opportunities and potential pathway	Monica Brannon – Program Coordinator	Microsoft Teams
2022-09-15	Meeting-Lamberton Public School – Back to School Initiative – Planning	Lamberton Public School	Phone
2022-09-15	Meeting-Metrolinx Scarborough Project- Community Benefits Best Practices	Metrolinx	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.