



**To:** Metrolinx Board of Directors

**From:** Judy Pfeifer, Chief Communications & Public Affairs Officer  
John Jensen, Chief Capital Officer

**Date:** December 8, 2016

**Re:** **Community Benefits Update**

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### **Recommendation**

That the Board receive this report for information and that the Board be provided with annual updates on a going forward basis.

### **Executive Summary**

Metrolinx recognizes that its major infrastructure investments should also provide benefits for the communities in which it works, including employment, apprenticeship, and local supplier opportunities where possible.

Metrolinx has committed to include a Community Benefits Framework in partnership with the Toronto Community Benefits Network (TCBN) for the Toronto Transit Projects (LRT along Finch, Sheppard and Eglinton Avenues), beginning with the Eglinton Crosstown LRT line.

The purpose of Metrolinx's Community Benefits Program is to provide opportunities and other benefits for local residents (equitable hiring practices, training, apprenticeship, local supplier and social procurement opportunities, where possible). This report provides an update on the status of this program.

### **Background**

In December 2013 Metrolinx and Infrastructure Ontario released a request for proposals to the consortia pre-qualified to deliver the balance of the Crosstown project, an integrated system consisting of stations, track works, signaling, communications and other required infrastructure.

As part of their bid proposals, the winning consortia included their plans for increasing apprenticeship training on the Crosstown, providing significant opportunities for local companies, and ensuring design excellence and community benefits.

The Government of Ontario also passed the *Infrastructure Jobs for Prosperity Act* (IJPA, or “the Act”) in June 2015. The Act is intended to encourage long term strategic thinking on infrastructure planning. The Act specifies thirteen principles the Government, and every broader public sector entity, shall consider when making decisions related to infrastructure. One of these principles is that “infrastructure planning and investment should promote community benefits.” The IJPA defines community benefits as “the supplementary social and economic benefits arising from an infrastructure project that are intended to improve the well-being of a community affected by the project, such as local job creation and training opportunities (including for apprentices, within the meaning of section 9), improvement of public space within the community, and any specific benefits identified by the community.”

### **Crosslinx Transit Solutions (CTS) Community Benefits Plans**

Metrolinx has approved the Community Benefits & Liaison and Apprenticeship Plans from Crosslinx Transit Solutions (CTS) as per the Project Agreement.

#### **The Community Benefits & Liaison Plan includes:**

- An overview of CTS’ planned initiatives to enhance community awareness of employment opportunities that are available as a result of the project;
- Plans to liaise and partner with local workforce agencies;
- CTS planned events to disseminate information about employment opportunities that are available to local workforces;
- CTS’ plans to disseminate information about goods and services that will be required for the Project from the community in the vicinity of the Project and supplier opportunities that exist; and
- The identification of the CTS Community Benefits Team whose role it will be to liaise with local community groups during the works.

### **CTS Progress To Date**

#### **Employment, Training and Workforce Development**

- CTS committed to making the pathway to Professional, Administrative and Technical (PAT) roles in the construction industry more accessible to youth facing barriers to employment and historically disadvantaged groups, as defined in the Community Benefits and Liaison Plan.
  - Hires to date – 42
  - Employment information sessions - 5

#### **Social Procurement**

- To-date, CTS has procured services from social enterprises totaling \$13,420.95 (e.g. couriers, catering), and goods and services from local businesses along the Eglinton corridor totaling \$998,673.45 (e.g. printing, signage, vehicle leasing, venue rentals, promotional items)

### **Community Improvements**

- CTS will continue to develop and put policies and procedures in place which weave social, economic and environmental matters into business operations and core strategies.
- The principles of CTS' community investment strategy are to: work in partnership with local communities; develop connections between CTS' employees and local residents and; environmental protection and sustainability.
- As part of its commitment to improve as it builds, CTS Builds Communities will aim to demonstrate corporate social responsibility by being proactive, visible and demonstrating care and stewardship over the neighbourhoods of Eglinton Avenue.

### **The CTS Apprenticeship Plan includes:**

- Specific objectives for apprenticeship opportunities for the project on a trade-by-trade basis;
- Apprenticeship opportunities for each trade required on the project;
- Confirmation that apprenticeships will be registered with the Ministry of Advanced Education and Skills Development and the Ontario College of Trades, as applicable;
- Program to ensure the required supply of apprentices to meet CTS's Apprenticeship Plan objectives and requirements;
- Program to support apprentices on the project to complete their apprenticeships during the project term and, for those whose apprenticeships are not complete by the end of the project term, a program to support apprentices to complete their apprenticeships after the end of the project term; and
- Focused apprenticeship program for youth-at-risk, historically disadvantaged groups in local communities including low-income, racialized and immigrant populations, and military veterans.

### **Declaration re Apprentices on the Eglinton Crosstown LRT Project**

On the issue of apprenticeships, in particular, Metrolinx, Infrastructure Ontario, Crosslinx Transit Solutions, the Toronto Community Benefits Network, the Ministry of Advanced Education and Skills Development and the United Way of Toronto and York Region have been working together to achieve an aspirational goal of employing apprentices or journeypersons from historically disadvantaged communities and equity seeking groups to perform 10% of all trade or craft working hours, on a trade by trade basis, required to construct the Project. The parties believe that this goal is a worthwhile outcome to work towards and that achieving this goal depends on the cooperation, collaboration and active involvement of government, business, labour and community partners. Most importantly, the parties recognize that achieving the goal is dependent on trade unions, pre-apprenticeship programs and other organizations that prepare apprentices, ensuring that there is a readily available supply of qualified apprentices and journeypersons from historically disadvantaged communities and equity seeking groups.

Progress will be tracked quarterly and reported annually. Reflecting the shared accountability for achieving the 10% hiring target, the parties agree to form a working group chaired jointly by MAESD, TCBN and Metrolinx/CTS, and include other stakeholders as appropriate. The working group will establish a Terms of Reference, including roles and responsibilities of members, and develop a monitoring and evaluation plan for the hiring targets identified in this declaration. The group will meet within two months of signing the declaration and agree to specific definitions of target populations, and establish the tracking, monitoring and reporting mechanisms for the target hiring of apprentices and journeypersons. The working group will commit to collectively resolving issues that may arise related to the supply and hiring of candidates from the target populations, and other issues that may arise related to the principles and aspirations identified in this declaration.

### **Finch West LRT Project**

The Project Agreement for Finch West includes the same language pertaining to apprentices that is contained in the Crosstown Project Agreement. In addition, language will be added from the Crosstown Apprenticeship Declaration such that it will be the goal to have apprentices or journeypersons from historically disadvantaged communities and equity seeking groups perform 10% of all trade or craft working hours, on a trade by trade basis, required to construct the project.

### **Regional Express Rail**

Metrolinx has sought policy direction from the province regarding community benefits as a component of the Regional Express Rail program. For example, how does the province wish to scope out community benefits where there may not be a defined “community”, or a defined geography and the scope of the project may be smaller than a light rail transit project.

It is important for all Metrolinx projects where community benefits components are incorporated that the interests and needs of each community are considered.

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Respectfully submitted,  
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See the following documents which have been posted to the Crosstown website  
<http://www.thecrosstown.ca/community-benefits>:

1. CTS Community Benefits & Liaison Plan
2. CTS Apprenticeship Plan
3. Declaration re. Apprentices on the Eglinton Crosstown LRT Project