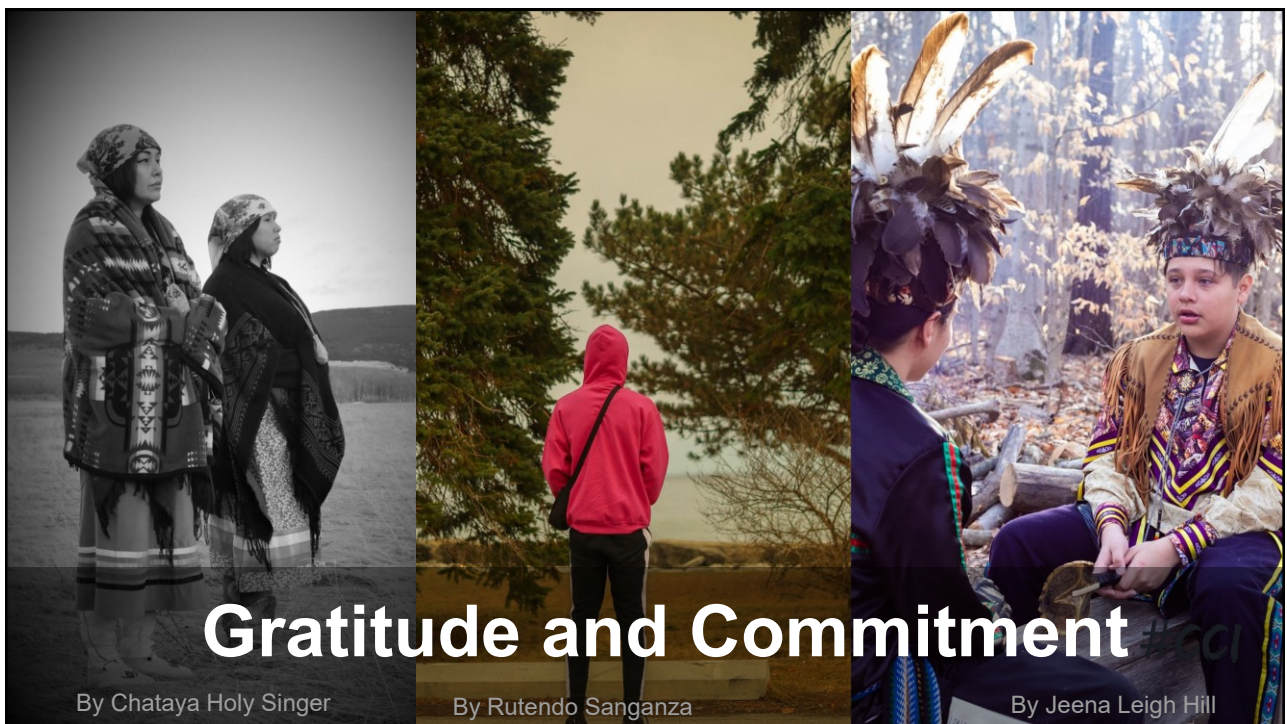




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In the Tamarack **Learning Centre** we support our learners in the **five interconnected practices** that we believe lead to impactful **community change**.



In **Vibrant Communities**, we support **cities and local leaders** to implement large-scale change initiatives to **reduce poverty, deepen community, build youth futures and address climate transitions**.

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Workforce Transitions - Employer Practices Community of Practice

Session 1: Workforce Transitions, Training and Experience
March 23, 2023

Session 2: Human Centered Design for Workplaces
March 30, 2023

Session 3: Advancing Equitable Employer Practices
April 27, 2023

Session 4: Community Engagement and Organizing Models
May 18, 2023

Session 5: Bringing the Themes Together
June 8, 2023

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Session 3: What questions are you bringing to this COP call?

Getting to Know Each Other

- Introduce yourself
- Introduce your organization

Session 3: Employer Portal and Ready to Hire List

Agenda for Today

1. Welcome, Land Acknowledgement and Setting the Context for the Session
2. Employer Portal and Ready to Hire List – Learning from our Colleagues
3. Question and Conversations
4. Our Final Session in this COP series – what we have learned together

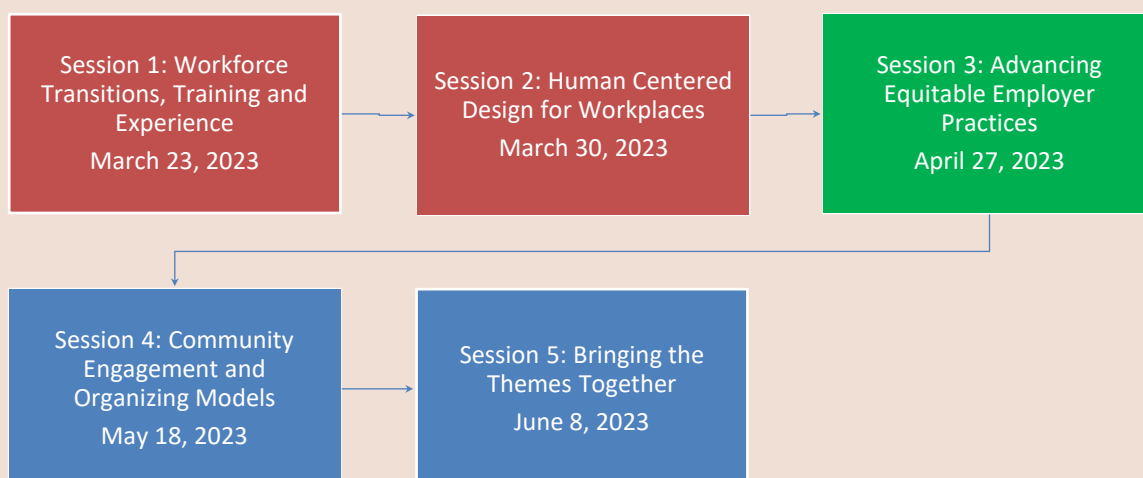
Community of Practice

- A community of practice (CoP) is a group of people who share a common concern, a set of problems, or an interest in a topic and who come together to fulfill both individual and group goals.
- Communities of practice often focus on sharing best practices and creating new knowledge to advance a domain of professional practice. Interaction on an ongoing basis is an important part of this.
- The Employer Practices - Community of Practice will be a web-based collaborative environment to communicate, connect and conduct community activities.



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Workforce Transitions - Employer Practices Community of Practice



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Employer Practices - Co-Design Team

The Employer Practices Community of Practice Co-Design Team

- Bassel Ramli – Jump Start Refugee
- Crystal Kalaitzakis – Momentum Centre
- Tom Strong - The National Fund for Workforce Solutions
- Carolyn Yang -TechEquity Collaborative
- Rochelle T. Cooks – The Welcoming Center
- Kannyka Pouk – Centre for South-East Asians
- Abdulla Daoud – The Refugee Centre



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Advancing Equitable Employer Practices

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Meet the Speakers

Community Engagement and Community Organizing Models



Rosemarie Powell

Jane Wilson

Toronto Community
Benefits Network,
Canada



Carolyn Yang

TechEquity Collaborative



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TCBN's Employer Portal & Ready to Hire List

Community Benefits Agreements offer
an Employment Pathway to Jobs in
Construction for equity deserving groups

- Skilled Trades and Apprenticeships
- Professional Administrative and Technical positions



Build Green Career Fair

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2

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Topics

- About Community Benefits Agreements
- TCBN's Vision and Mission
- Employment Pathway to Construction Jobs
- Employer Portal



About Community Benefits Agreements

FOUNDATION

Incorporated as non-profit in March 2014

Serves five target groups: youth, women, Indigenous, racialized peoples and newcomers

Advocates for and negotiates Community Benefits Agreements

Community Labour Coalition with 120+ members

GOAL

The goal is for good jobs and economic opportunities for the community through investment in infrastructure and urban development

PROGRAMS

Construction Apprenticeships

Professional Administrative and Technical Jobs

Social Procurement

Neighbourhood and Environmental Improvements

TCBN's Vision And Mission

OUR VISION

We envision an equitable, thriving city where the full diversity of its residents contributes to and benefits from its growth and development.

OUR MISSION

Acknowledging system and structural inequities experienced by Black, Indigenous and People of Colour communities within the construction industry, the Toronto Community Benefits Network negotiates and facilitates systems change through the advancement of community benefits in policy and practice.

Given the massive investment of public and private funds in local construction, and the commitment of three levels of government to incorporate community benefits policies and agreements in these projects, TCBN provides guidance and expertise on best practices to all key stakeholders to ensure that the promise of community benefits agreements for equity deserving communities and for a more sustainable and inclusive local economy is fully realized.

Employment Pathway to Construction

Ready to Build

- employer & union outreach
- construction site visits
- apprenticeship readiness training
- internships
- job fairs, virtual/in person
- mixers and retreats

NexGen Builders Mentoring Program

NexGen Builders Black Youth Academy

Community Benefits Ambassadors

Building Diversity Awards



Employers hiring equity deserving groups



Employer Portal and Ready to Hire List

Employers upload job postings to <https://employerportal.ca>

Registered Job seekers upload resumes to EmployerPortal.ca "Ready to Hire list"

Resumes are prescreened, recommended to Employers for in-person job interviews at the fair

Service providers prepare candidates selected for job interviews

All job seekers can conduct information interviews with employers and receive resume tips

Let's take a look at:

<https://employerportal.ca>

Steps to apply for jobs:

1. Go to Employerportal.ca
2. Check Find Job Button
3. Choose the job that fits you and apply
4. Sign-up with your email and the password
5. Click the Resume Button
6. Upload your resume
7. Fill out each button with information from your resume: Skills, Work Experience, Volunteer Experience, and Training & Education

**For more clarification and a one-on-one demonstration
contact: ldenga@communitybenefits.ca**

Let's take a look at:

job application: employerportal.ca



Any questions?

Build Green Career Fair

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THANK YOU FOR YOUR TIME

Build Green Career Fair

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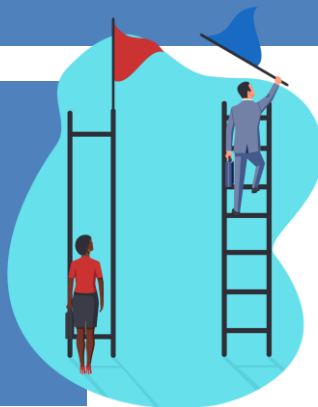
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How Responsible Contracting is Key to Workplace Inclusion

TechEquity Collaborative's research on the two-tier workforce in tech has exposed how contracting out can create harm for workers and tech companies. Workers are often placed into precarious positions and companies are exposed to legal and reputational risk.

Compared to full-time workers, contract workers face:

- Career Immobility
- Job precarity
- Lack of voice in the workplace
- Unequal pay for equal work
- Occupational segregation



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Risks to Companies

Despite the touted benefits of domestic outsourcing, contract labor can introduce a significant amount of risk. Recent case law and regulatory agency notices make clear that hiring workers through third parties does not, in fact, shield parent companies from liability when workers are harmed on the job.

Financial Risk



Legal Risk



Reputational Risk



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How Responsible Contracting Advances Workplace Equity

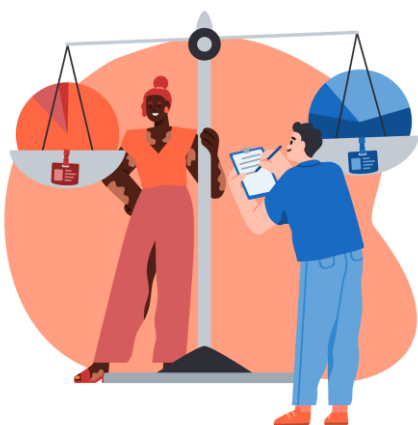


An upfront investment will help your company actualize commitments to inclusion—and reap the benefits. Beyond “doing the right thing” as an inherent business value, responsible contracting is:

- An investment that attracts and cultivates talent
- Generates returns
- Distinguishes your service and product offerings

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Responsible Contracting as a Key Element of Inclusion



Our [Responsible Contracting Standard](#) provides practical, tailored steps to implement equitable contracting that:

- Help you develop high-road contracting practices while avoiding risk
- Foster an inclusive workplace
- Meet employee demands for equity in the workplace and tap into a diverse candidate pipeline
- Position you as an industry leader and a great place to work

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Provide Family-Sustaining Pay



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Equal Pay for Equal Work



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Increase Worker Voice through Safety Protocols



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Create Direct Pathways to Employment



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Improve transparency for workers, companies, shareholders,
and the public



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Questions and Conversation

What questions do you have for Rosemarie, Jane or Carolyn?

What experience with employers can you share with your colleagues?

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Questions?

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What are your next steps?

Share in the chat box.



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We Appreciate Your Perspective

Please complete this short survey.

Your responses will help us plan for future Community of Practice Sessions.

Survey Link: <https://www.surveymonkey.com/r/SJKDY8F>

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Themes Together
June 8, 2023

We look forward to having you
join us on May 18, 2023, at
2:00 – 3:30 pm ET for our next
Community of Practice call.

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THANK YOU!

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