

Challenging Precarity through Community Benefits Agreements:

Leveraging infrastructure projects to
increase training and labour market access
for equity-seeking and historically
disadvantaged groups in Ontario

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Ontario will invest \$130 billion in public infrastructure over the next ten years.



*How do we leverage infrastructure dollars to get the most “**social value added**”?*

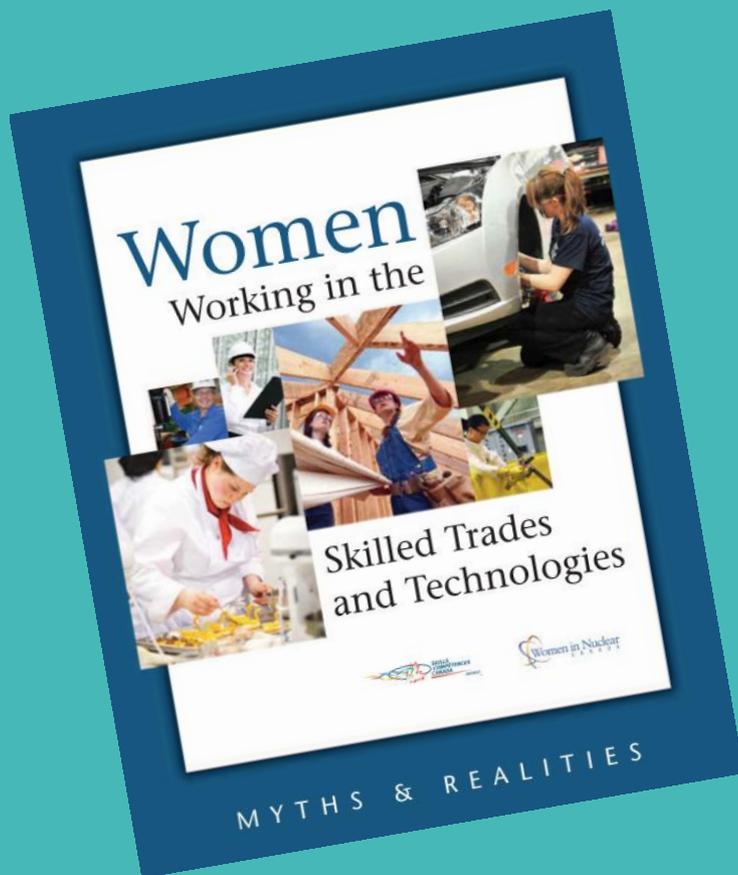
“Community Benefits” clauses:

- ✓ bridge the skills gap;
- ✓ increase employment equity;
- ✓ reduce socio-spatialization of poverty
- ✓ environmental sustainability goals.



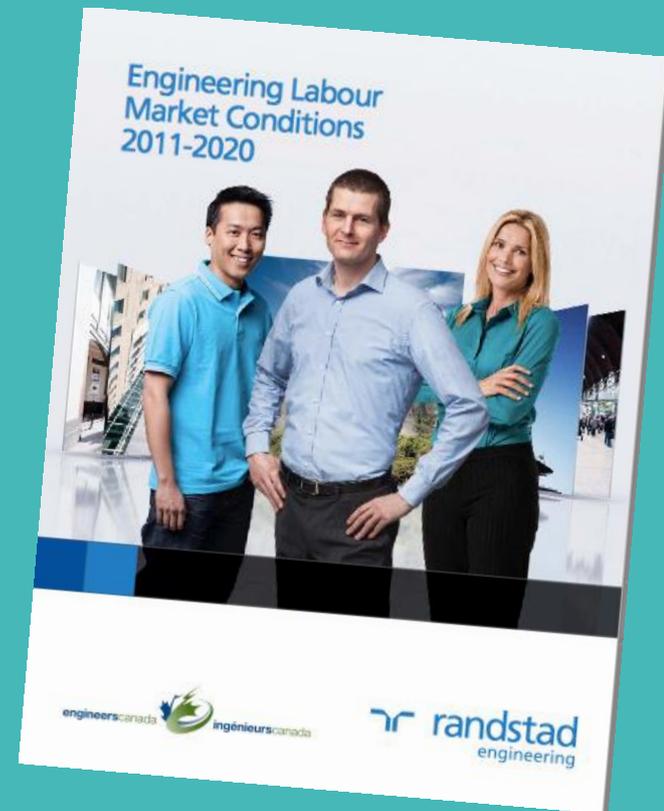
Under-representation

- Only 2% of skilled tradespersons are women.
- Only 9% of apprentices in the skilled trades are people of colour (23% of labour force).



Skills Gaps (?)

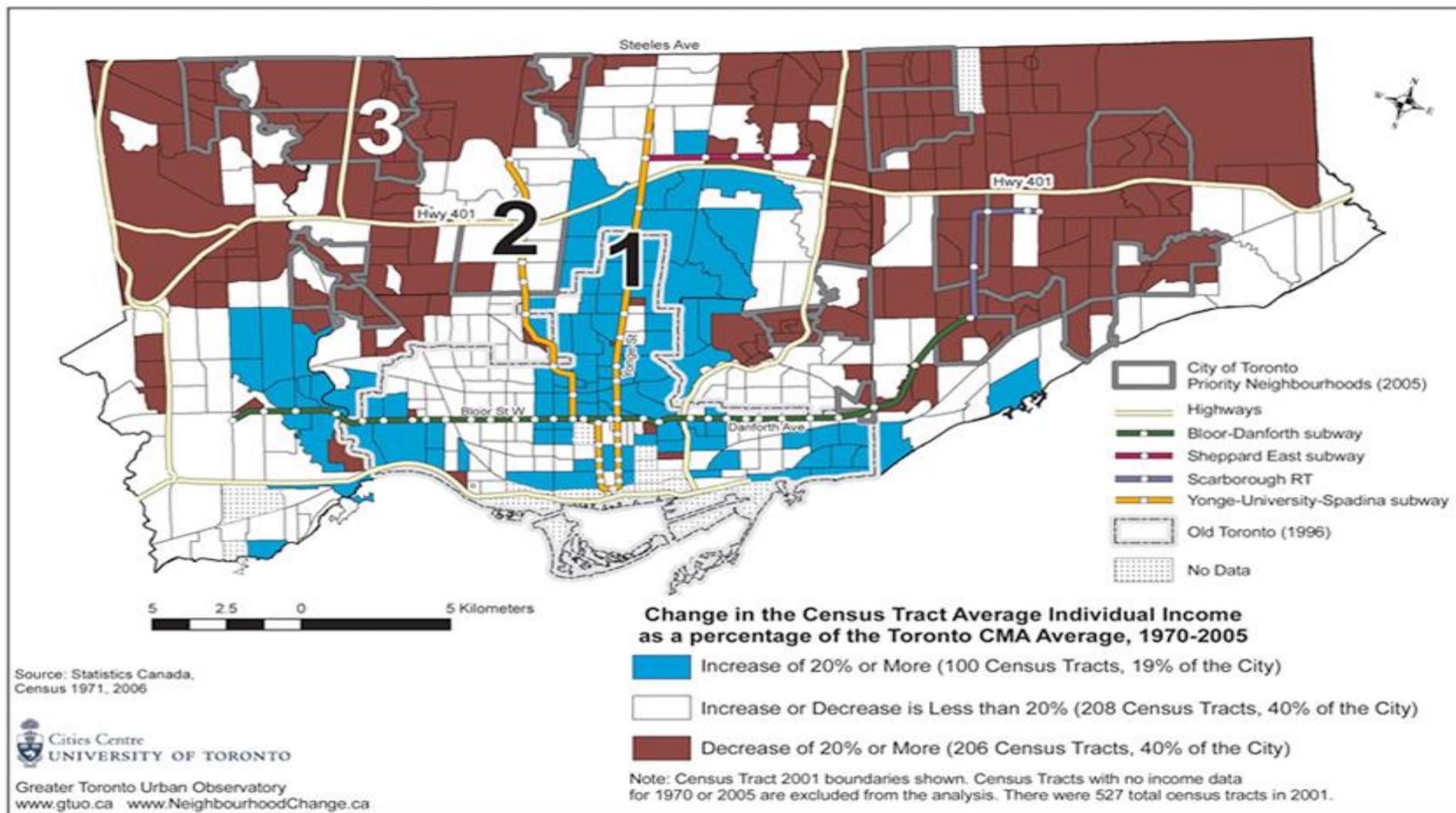
- Shortage of engineers with 5-10 years experience while internationally-trained professionals struggle to get hired
- Looming skills shortages in certain construction trades



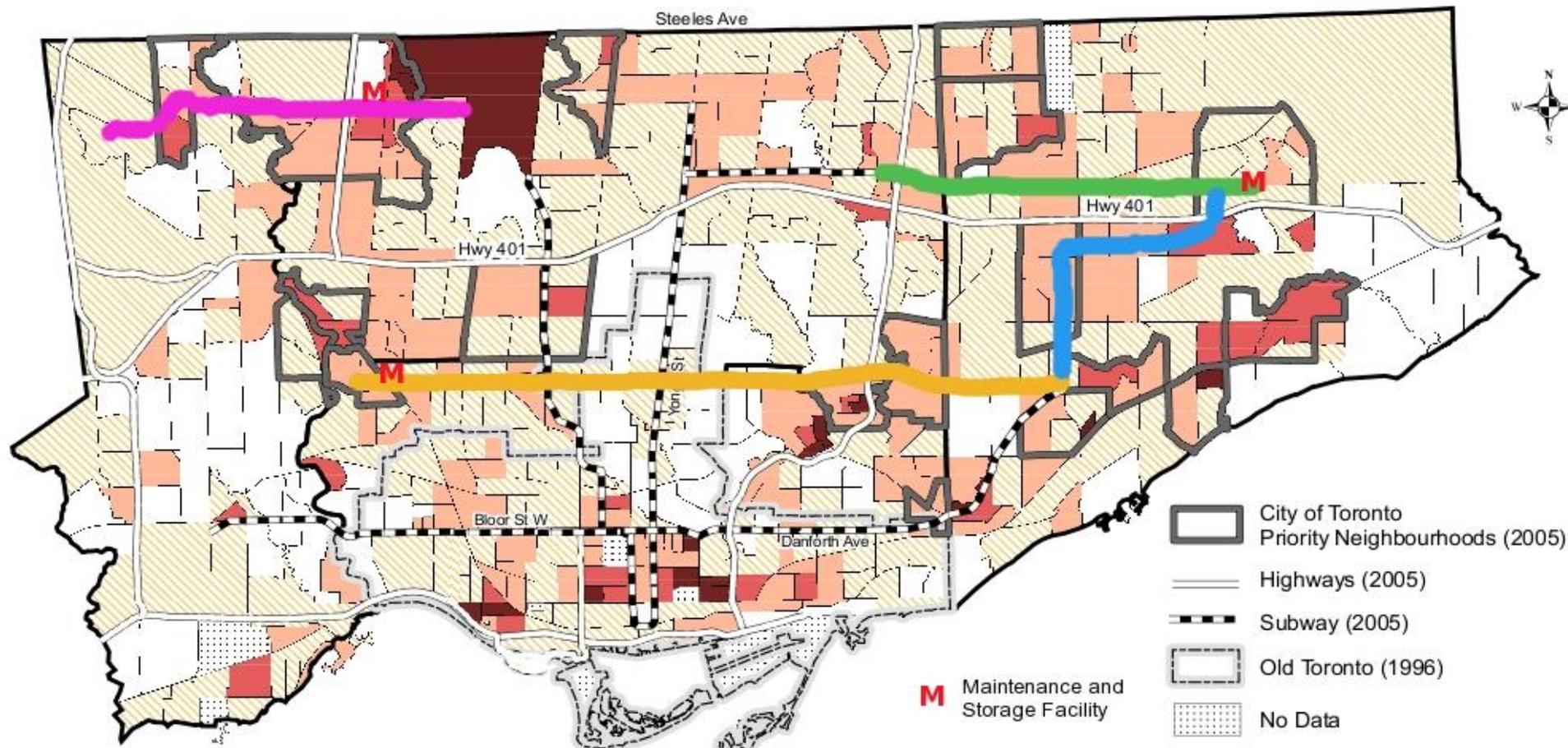
Socio-spatial Polarization

MAP 1: CHANGE IN AVERAGE INDIVIDUAL INCOME, CITY OF TORONTO, RELATIVE TO THE TORONTO CMA, 1970-2005

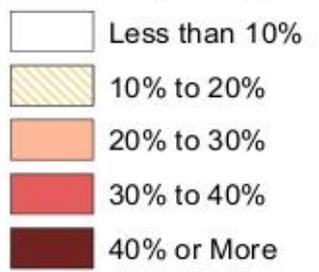
Average individual income from all sources, 15 years and over, census tracts



Percentage of Low Income Persons in Households After Tax by Census Tracts, City of Toronto 2005



Percentage of Persons Below Statistics Canada Low Income Cutoff (LICO) in Households After Tax



Source: Statistics Canada, Census Profile Series 2006



Toronto Community Benefits Network





Toronto Community Benefits Network

TCBN Eglinton Crosstown LRT Community Benefits Goals

- Targeted hiring
- Range of jobs
- Scaling-up pre-apprenticeship programs
- Bridging programs for internationally-trained professionals
- Contracts for social enterprises
- Community amenities
- Environmental design
- Monitoring & legally-binding enforcement



Eglinton Crosstown LRT Community Benefits “Framework”



- ✓ *Coordination*
- ✓ *Unconventional resident engagement*
- X *Clear targets*
- X *Legal equity mechanisms*
- X *Funding wrap-around supports*
- X *Monitoring*

Scaling-up CBAs

- Toronto City Council
 - April 22, 2015: CBA protocol referred to staff
- Bill 6 (Infrastructure for Jobs and Prosperity Act)
 - May 13, 2015 passed second reading



CBAAs & Precarity

- NOT net job creation tool
- BUT reduce precarity through:
 - ✓ Living wage provisions
 - ✓ Affordable housing
 - ✓ More equitable income distribution across families & communities

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