

# TORONTO TRANSIT COMMISSION REPORT NO.

**MEETING DATE:** MAY 24, 2013

**SUBJECT:** APPLICABILITY OF APPRENTICESHIP PROGRAMS FOR TTC  
CONSTRUCTION PROJECTS

## **ACTION ITEM**

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### **RECOMMENDATION**

It is recommended that the Board endorse the concept that the TTC's construction projects encourage the voluntary participation of contractors in community engagement via youth apprenticeship and training programs such as Hammer Heads, and other similar programs.

### **FUNDING**

There are no funding implications related to the recommendations of this report.

### **BACKGROUND**

At the January 21, 2013 Board meeting, Commissioner Augimeri moved an ancillary motion to request TTC staff to report on the applicability of the "Hammer Heads" Apprenticeship Program for upcoming TTC projects.

At the February 25, 2013 Board meeting, Commissioner Di Donato moved a motion requesting TTC staff to report by September 2013 on how the TTC can incorporate the "Working As One" program into its hiring practice as well as engage its contractors in this initiative.

### **DISCUSSION**

The TTC is reviewing the "Working as One" program. A key recommendation resulting from "Working as One" is to support local workforce development by maximizing the number of employment plans that capitalize on employment opportunities within the City and across the City's Agencies and Corporations, as specified in the City of Toronto's Staff Report, dated October 1, 2012.

The TTC, in support of this employment plan, made a strong commitment to partner with the City's Toronto Employment and Social Services (TESS) to create a comprehensive TTC employment plan, starting with the Leslie Barns project.

As part of its employment plan for the Leslie Barns project, TTC requested the successful contractor Pomerlau Inc. to consider utilizing the Hammer Heads apprenticeship program for the project. The participation by Pomerlau is entirely voluntary and does not involve any additional cost to the TTC.

Beyond the Leslie Barns project, the City and the TTC have committed to developing a broader and long-term TTC employment plan comprised of the “TTC Builds Employment Initiative” that will capitalize on opportunities for hiring through construction and development projects undertaken by contractors procured by the TTC, and “TTC as an Employer” that will connect unemployed residents to current and future jobs with the TTC.

To contribute to the long-term objectives of the employment plan, TTC staff have identified several youth apprenticeship/training programs such as Hammer Heads, LIUNA BOLT, Carpenter Council of Ontario ‘CHOICE’, Helmets to Hardhats, etc. that provide participants with leadership and mentoring from seasoned construction workers with years of experience and provide opportunities to learn valuable skill sets that build self-confidence and promote positive self-awareness.

Through its construction bid documents, the TTC will encourage community engagement via participation of potential contractors in youth apprenticeship and training programs. The participation of contractors will be noted as voluntary and supported by the TTC, but not as a contractual requirement.

**JUSTIFICATION**

The introduction in the TTC’s construction bid documents for contractors to consider utilizing youth apprenticeship and training programs will contribute to the objectives of the employment plan.

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MAY 24, 2013  
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