

TORONTO TRANSIT COMMISSION

REPORT NO.

MEETING DATE: September 25, 2013

SUBJECT: TTC Hiring Practices in Support of the City of Toronto's "Working as One" Strategy

ACTION ITEM

RECOMMENDATION

It is recommended that the Board endorse the TTC's proposal that supports and incorporates the City of Toronto's "Working as One" program into its hiring practice.

FUNDING

There are no additional funding requirements.

BACKGROUND

At the March 27, 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

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, Boards, Commissions and Corporations, as specified in the City of Toronto's staff report, dated October 1, 2012.

The TTC made a commitment to partner with Toronto Employment and Social Services (TESS) to look at hiring strategies starting with the Leslie Barns project.

Beyond the Leslie Barns project, the City and the TTC have committed to developing a broad and long-term plan composed 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.

At the April 24, 2013 Board meeting, the Board endorsed the recommendation that through its construction bid documents, the TTC will encourage community engagement via participation of potential contractors in youth apprenticeship and training programs. Building on this first step, the TTC has initiatives, partnerships, internships, as well as recruitment and outreach practices in

place that will connect unemployed residents to current and future jobs with the TTC. Our outreach specialist's primary mandate will be to lead and assist with the implementation of the hiring practices and initiatives in support of the "Working as One" strategy. Below is a summary of initiatives that are specifically in support of the "Working as One" initiative for 2014 onward.

Existing initiatives and partnerships:

- Continue partnership with the City of Toronto and the Youth Employment Program (YEP) where youth from Toronto's priority neighbourhoods have been hired into various positions throughout the TTC. In collaboration with City representatives, the current recruitment model will be streamlined. Further opportunities to improve employment supports will be identified collectively.
- 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 is voluntary and supported by the TTC but is not a contractual requirement. This initiative was approved at the April 24, 2013 TTC Board meeting.
- Continue to support non-paid work placements in various jobs through a variety of Toronto based programs including the Ontario Youth Apprenticeship Program (OYAP), as well as high schools, post-secondary institutions, community centres or community employment centres.
- Continue to support internships for recent graduates through organizations that provide qualified talent through paid internship programs to fulfill talent strategies for recent graduates, internationally qualified professionals and graduates with disabilities.

New/Re-establish initiatives and partnerships:

- Meet with youth apprenticeship/training program providers who offer mentoring and leadership to participants who have an interest in the construction and transportation industry and establish partnerships where appropriate. Discussions have taken place with representatives from the Hammer Heads Program. The TTC will reach out to additional providers who offer mentoring and leadership programs such as LIUNA BOLT, Carpenter Council of Ontario (CHOICE), and Helmets to Hardhats.
- Increase participation at community job fairs through outside agencies.
- Re-introduce campus recruiting for a variety of professional and technical positions at various Toronto colleges and universities as well as general advertising in university student handbooks. In 2014, review and develop a campus recruitment strategy aligned with our succession planning efforts and to support the "Working as One" initiative.
- Re-establish a partnership with City partner, Toronto Region Immigrant Employment Council (TRIEC). Staff will meet with TRIEC representatives this fall to explore available streamlining options in order to re-establish a potential partnership.
- Re-establish and/or create new partnerships with a variety of community agencies and Toronto schools to provide employment presentations and/or career fairs. Staff will begin to meet with school and community representatives by the end of 2013 to re-establish and/or

build new community partnership and discuss opportunities for presentations and/or potential job fairs starting in 2014.

JUSTIFICATION

The hiring practices will support the City of Toronto "Working as One" strategy to ensure its workforce includes Toronto residents and engages the community.

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