Acknowledgement

We recognize that we are on land that has always been inhabited by Indigenous peoples.

As settlers, we are grateful for the opportunity to live and work here; we acknowledge that we are on the traditional territory of the Anishinaabe, the Haudenosaunee, the Huron-Wendat, the Mississaugas of the New Credit, and the home of many diverse Indigenous peoples. We thank all the generations before us who have taken care of this land for thousands of years.

We respect their deep connection to this place and acknowledge the contributions they continue to make in shaping our communities. The importance of Indigenous peoples and Aboriginal traditional knowledge transcends history; it is at the heart of Canada today, tomorrow, and every day thereafter.

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**Apprentice**
CTS defines an apprentice as someone who is registered with the Ontario Ministry of Training, Colleges and Universities (MTCU, formerly MAESD), and has signed a Contract of Apprenticeship with a union or employer.

**Historically disadvantaged communities**
Communities of people who have been historically excluded or marginalized from the processes and decisions that affect them. This group includes low-income, racialized and immigrant populations, as well as military veterans.

**Equity seeking groups**
Equity seeking groups include women, individuals who are members of visible minorities (racialized groups), Indigenous peoples, persons with disabilities, and individuals of non-heterosexual orientation or non cis-gendered identity.

**H&E**
In this report, we may refer to our commitment to both historically disadvantaged communities and equity seeking groups together. When doing so, we use the abbreviation H&E.

**Neighbourhood Improvement Areas (NIAs)**
In March 2014, the City of Toronto, through the Toronto Strong Neighbourhoods Strategy 2020, identified 31 neighbourhoods as falling below the Neighbourhood Equity Score and requiring special attention; these neighbourhoods have been termed Neighbourhood Improvement Areas or NIAs.

**Project Corridor**
The Project Corridor is the area along and around Eglinton Avenue, between Weston Road in the west and Kennedy Road in the east. Local businesses are defined according to the proximity to the Project Corridor, limited to a 2 km radius of the Corridor.

**Social enterprise**
A social enterprise is an organization that applies commercial strategies to maximize improvements in human and environmental well-being – this includes prioritizing stakeholder value over shareholder value. Social enterprises are certified by the United Way’s Social Purchasing Project or Buy Social Canada.
2018 marked the Eglinton Crosstown LRT Project’s mid-point from financial close to substantial completion. As the pilot project for Metrolinx’s Community Benefits Framework, we have built great reciprocal learning partnerships to help communities take advantage of employment, procurement and engagement opportunities.

This report will include an update on our Apprenticeship Plan and Program, as well as our Community Benefits Program.

We have hired 104 apprentices and journeypersons from H&E communities to date, and our team is now looking to support the apprentices who are progressing into journeyperson status. As one of many employers of tradespeople on the Eglinton Crosstown LRT Project, we have taken our leadership role seriously and work to lay the foundation needed to support other employers on this project in hiring from H&E communities.

Our Community Benefits Program has provided jobs for 150 people from H&E communities in Professional, Administrative and Technical positions. This demonstrates that when we look to hire, our community partners – who are funded by Employment Ontario or City of Toronto Employment & Social Services – are seated at the table supporting us in our recruitment efforts.

We are working towards a shared goal of 10% of all trade and craft working hours on the project to be performed by people from H&E communities. As of the fourth quarter of 2018, our 104 apprentices and journeypersons are working about 3.6% of all trade and craft working hours on the project, this has increased from 2.8% as reported in the fourth quarter of 2017.

In addition to adhering to the CTS Apprenticeship Plan, we must adhere to the combined labour obligations, project agreements, and pieces of legislation that are in place for the Eglinton Crosstown LRT Project. These legally-binding agreements will allow us to deliver this $5.4 billion project safely on-time and on-budget.

We, together with our subcontractors, provide construction jobs for H&E apprentices and journeypersons. Subcontractors will carry out the bulk of the work required on the Eglinton Crosstown LRT Project. While we will secure labour to directly perform the remainder. CTS Apprenticeship Program commitments are being identified and included as subcontractor obligations in the procurement and contracting process.

Although project subcontractors understand the importance of the Apprenticeship Program and work with us to employ tradespeople in a manner that is consistent with the program, we continue to hire more H&E apprentices and journeypersons onto the project regardless of our smaller scope of work.

In 2019, we will expand our work from the three unions we hire from directly to other trades and crafts, encouraging them to recruit more H&E talent in preparation for our work.

CTS remains committed to supporting the connection of those who have completed pre-apprenticeship programs with meaningful apprenticeship opportunities on the Eglinton Crosstown LRT Project. As part of our labour requisition process, CTS actively engages the unions and their respective pre-apprenticeship programs i.e. Carpenters Local 27 and CHOICE Carpentry.

As of the end of 2018, we have hired 104 apprentices and journeypersons from historically disadvantaged communities and equity-seeking groups.

CTS has written letters of support to acknowledge the role that pre-apprenticeship programs play in helping H&E communities transition into the construction trades. In 2018, we wrote letters of support for pre-apprenticeship programs run by Building Up, the Toronto Community Benefits Network, and the Labour Education Centre. In addition to supporting pre-apprenticeship programs, we hosted employment information sessions in 2018 for jobseekers interested in construction trades positions on the project.
Historically disadvantaged communities and equity-seeking groups

From the very beginning, we have been focused on increasing access to employment opportunities on the Eglinton Crosstown LRT Project for disadvantaged communities and equity-seeking groups. In 2014, before we joined as partners in this effort, the United Way of Greater Toronto conceived of a new employment coordination program – a construction pathway – for groups historically distant from the construction industry. As the pilot project for community benefits in Ontario, the Eglinton Crosstown LRT Project is the first time this pathway has been used to support the creation of a pipeline of high-quality labour for the labour unions in this region. This effort requires active participation from the Ministry of Training, Colleges and Universities, Toronto Employment & Social Services, the Atkinson and Metcalfe Foundations and Metrolinx. The construction pathway illustrated here shows how members of historically disadvantaged communities and equity-seeking groups can go from having no experience in construction to being placed on a project such as the Eglinton Crosstown.
The objectives of the Community Benefits and Liaison Plan are to: (a) Liaise with the communities impacted by the design and construction of the Eglinton Crosstown LRT Project; (b) Plan, organize and host events to enhance community awareness of employment opportunities and opportunities for the provision of goods and services; and (c) Develop and retain meaningful engagement with stakeholders.

We are achieving these objectives by remaining accessible, responsive and thoughtful in our programming and presence in the community.

In 2018 we attended 88 meetings and events with community members, businesses and stakeholders and reached over 28,000 people. Our community liaison strategy targeted residents and businesses situated on or near Eglinton Avenue, but also brought us to the city centre and Ottawa to present on our program and its successes.

Our objectives are achieved through 3 individual paths:

1. Employment, Training and Workforce Development
2. Local Procurement and Social Procurement
3. Community Improvements

As of the end of 2018, we have hired 150 people from H&E communities into Professional, Administrative and Technical roles on this project and City of Toronto offices across the Project Corridor.

Practically, the CTS Community Benefits Team sends out job postings to the Local Workforce Development and Recruitment Network. A network of job developers and employment counsellors seek unemployed and underemployed residents from H&E communities who are matches for the roles we are looking to fill.

As of the end of 2018, we have spent $5.4 million on procurement from local businesses and $485,698.42 on procurement from social enterprises.

Ensuring that small businesses, entrepreneurs and social entrepreneurs have the opportunity to benefit from the Eglinton Crosstown LRT Project was a key consideration of our Community Benefits Program. This year, we held one of our most successful supplier information sessions, an event designed to provide business owners and operators with direct access to our procurement team.

Since Financial Close, we have spent more than $100,000 supporting non-profit organizations that serve H&E communities across the city.
The Community Benefits Program has developed strong partnerships that we continue to build on as the project progresses. This is an overview of some of our strongest community initiatives and partnerships.

4 years and counting

CTSC Procurement Event: This year, we continued our tradition of making our procurement team accessible to the general public through our event at the Aga Khan Museum. For the fourth consecutive year, we held our Supplier Information Session in October 2018 and met with over 50 businesses interested in supplying the Eglinton Crosstown LRT Project with products and services.

Experiential Learning with the Ontario Youth Apprenticeship Program: For the third consecutive year, we have invited high school students from schools either along our Project Corridor or from NIA's around the city to build with us and explore a career in construction skilled trades.

Community Clean Up: For the third consecutive year, we have come together to clean a public park along Eglinton Avenue. This year, we opted to visit Cedarvale Park near Allen Road in support of the City's Let's Clean Toronto Together initiative.

3 years and counting

Murals: For the third consecutive year, we have continued to create murals that beautify the major intersections where our work is taking place. This spring, we worked with social enterprise the PATCH Project and a local elementary school to create a mural, titled Trees and Transit, designed to highlight the work we are doing to protect trees along the Project Corridor.

Participating in the Harvest: Our support for a longstanding organization in the community, North York Harvest Food Bank, proved more significant in 2018 than in years past. This year, we donated more than 500 lbs of food and more than $3,000 in support of ending hunger in North York.

Social Purchasing Fair: This year, we continued to support the United Way of Greater Toronto by attending two social purchasing fairs run out of their Social Purchasing Project and speaking to the strengths of social enterprises located in the city.

Skills Ontario: In 2018, we placed emphasis on our goal of increasing the number of girls entering STEM (Science, Technology, Engineering, Mathematics) and construction fields. We joined forces with Skills Ontario to support the Regional Young Women’s Conference in February 2018, the Annual Young Women’s Conference at the Skills Competition in May 2018, and to host a couple of weeks of Summer Camp in July and August 2018.

Gallery City: Another way we invest in community is to work with local art organizations, local artists and local businesses to increase foot traffic on Eglinton Avenue. This year, we doubled the number of businesses engaged.

1. 2018 Supplier Information Session at the Aga Khan Museum – October 2018.
3. Fourth Annual Community Clean Up at Cedarvale Park, done in support of the City of Toronto’s Let’s Clean Toronto Together Initiative – May 2018.
4. CTS staff member Christine Wachnik, engaging with girls at the 2018 Skills Ontario Young Women’s Conference – May 2018.
THINKING OUTSIDE OF THE BOX

• Partnership with For Youth Initiative, Women in Construction session on Careers in the Environment and Sustainability.

• Dress for Success and Dress Your Best are two organizations that help to prepare people hoping to transition into the workforce with job-ready attire for job fairs, interviews, and other employment events. This year, we ran a spring clothing drive in support of these two organizations and donated more than 400 items to the organization.

• We were given the opportunity to inform hundreds of people about the implementation of this program, including Future Cities Summit, the Centre for Social Enterprise Development Conference, the ACBN Small Business Information Event.

1: Bird’s eye view shot of the Eglinton Maintenance and Storage Facility and the Future Mount Dennis Station.
2: Members of Carpenters Local 27, Crosslinx Transit Solutions, Raising the Roof, LiUNA 506 Training Centre and Building Up outside of OYAP Experiential Learning Opportunity – November 2018.
3: Two OYAP students helping to build a fence during Experiential Learning Opportunity in partnership with Raising the Roof and Building Up – November 2018.
4: Young woman participant in Experiential Learning Opportunity in partnership with Raising the Roof and Building Up – November 2018.
MAJOR MILESTONES & STATISTICS TO DATE

We’ve been busy working to make community benefits happen every single day. Take a look at our journey.

Eglinton Crosstown LRT Project awarded to Crosslinx Transit Solutions
JULY 2015

First Business and Employment Opportunities Information Session
NOVEMBER 2015

Community Benefits Plan submitted
JANUARY 2016

Visits to union training centres
SPRING 2016

Community Benefits and Apprenticeship Plan approved
SEPTEMBER 2016

Signing of 10% joint aspirational goal
NOVEMBER 2016

$10k spend on social enterprises
JUNE 2016

$500k spend on local businesses
DECEMBER 2016

$1M spend on local businesses
DECEMBER 2016

30 H&E apprentices and journeypersons
JUNE 2017

100 H&E apprentices and journeypersons
OCTOBER 2017

$200k spend on social enterprises
MARCH 2018

$50M spend on local businesses
SEPTEMBER 2018

$300k spend on social enterprises
JUNE 2018

50 H&E apprentices and journeypersons
FEBRUARY 2018

$500k spend on social enterprises
MARCH 2018

$1M spend on local businesses
DECEMBER 2016

$100k spend on social enterprises
SEPTEMBER 2017

$10M spend on local businesses
SEPTEMBER 2018

$50k spend on local businesses
JUNE 2016

$500k spend on local businesses
DECEMBER 2016

$200k spend on social enterprises
MARCH 2018

$500k spend on social enterprises
MARCH 2018

$1M spend on local businesses
DECEMBER 2016

$100M spend on local businesses
SEPTEMBER 2018

$5M spend on local businesses
SEPTEMBER 2018
Eglinton Crosstown Community Benefits

**PAT JOBS**
- 150 people hired to December 31, 2018

**APPRENTICES & JOURNEYPERSONS**
- 104 people hired to December 31, 2018

**SPEND**
- $5.4 million on local businesses along Eglinton Ave.
- $485,698 on social enterprises

*Crosslinx Transit Solutions, builder of the Eglinton Crosstown, is providing a range of employment, training and apprenticeship opportunities to people from historically disadvantaged and equity seeking groups.*