



Informing Pathways to Employment

Toolkit for Employment Service Providers



About PCBN

Who is PCBN?

The Peel Community Benefits Network (PCBN) is an initiative of the Peel Poverty Reduction Strategy Committee (PPRSC), which is co-chaired by the Region of Peel and United Way Greater Toronto.

PCBN was established as a Community Benefits Agreement (CBA) as a strategic tool to build community wealth.

What is a Community Benefits Agreement?

A CBA is a negotiated agreement that brings together community-based groups and a private or public development agent.

PCBN partners include community organizations, labour organizations, local boards of trade and municipal and provincial government partners.

History of Community Benefits in Ontario

Metrolinx and the Toronto Community Benefits Network signed a Community Benefits Framework.

The Ministry of Infrastructure developed Building Better Lives: Ontario's Long-term Infrastructure Plan, highlighting Community Benefits as a way to pursue multiple policy goals.



The Province of Ontario passed the Infrastructure for Jobs and Prosperity Act, becoming the first Canadian jurisdiction to pass legislation to enable consideration of community benefits in infrastructure planning and investment.

PCBN signed a Community Benefit Framework with Metrolinx & Mobilinx, the Hurontario LRT contractor.

PCBN envisions Peel as an inclusive, thriving region in which all residents have equitable opportunities to contribute to building healthy communities and a prospering economy.

PCBN Goals

Accessible transit: The construction and operation of the Hurontario LRT will create accessible transit in the Peel region, which is critical for the community's social, environmental and economic well-being.

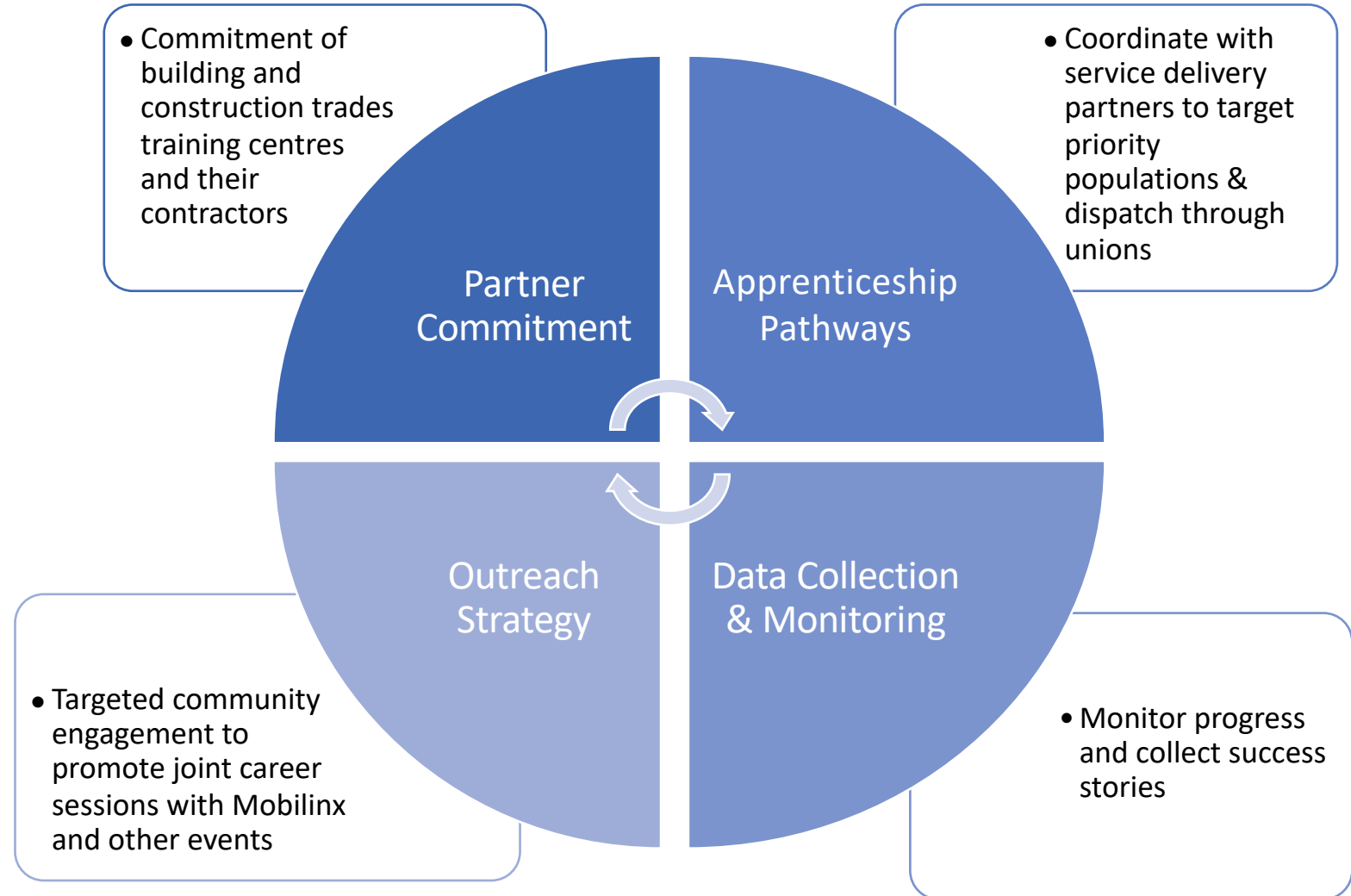
Job opportunities: Expansion of transit infrastructure will result in opportunities for good jobs in construction and operations.

Economic inclusion: A Community Benefits Agreement will ensure that the diversity of the workers on the LRT project reflects the diversity of the residents of Peel.

PCBN Structure

PCBN works with Mobilinx to ensure that target populations have to access the opportunities that will be created by the Hurontario LRT.

The organization is structured according to the following pillars.



Opportunities

Employment Opportunities

- Address lack of economic opportunity and justify public subsidy to development projects
- Enact targeted hiring and recruitments, as well as wage levels and work conditions.

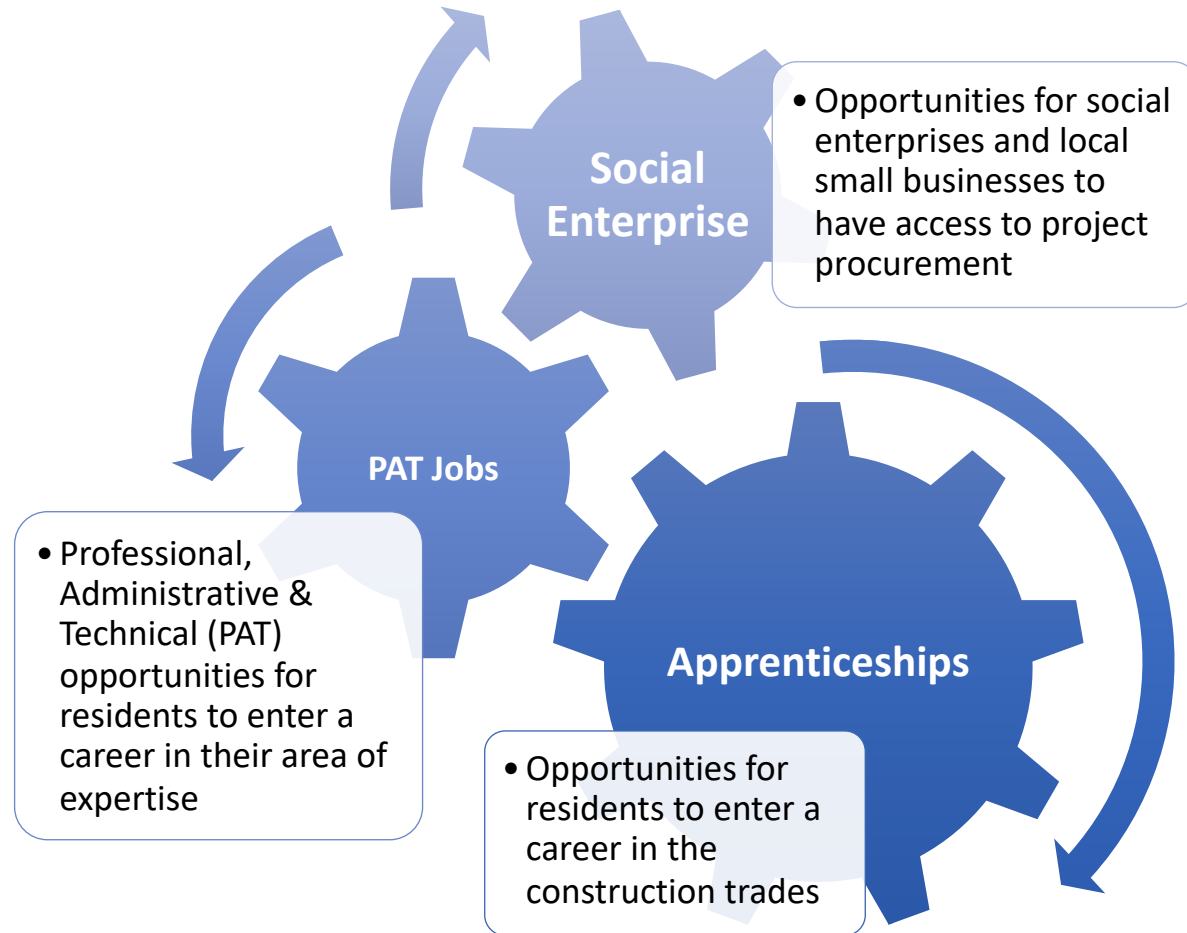
Procurement Systems

- Enable local business and social enterprises to gain access to procurement systems.

Community & Social Improvements

- Enable community and environmental improvements such as green space, childcare space, land trusts and establishment of incubators for new enterprises that will target geographical and community needs.

Employment Pathways



Our Role at PCBN

Promote Community Benefits and their role in addressing systemic challenges to employment in construction

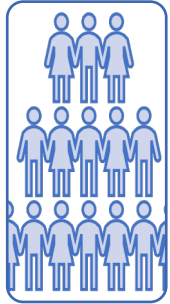
Coordinate employment pathways for PAT Jobs, Apprenticeships, & Social Procurement in line with Community Benefits targets

Connect project developers, and construction unions, social enterprises, and community organizations



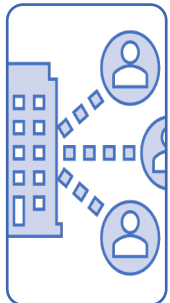
Key Messages for Job Seekers

About Peel Region



Population

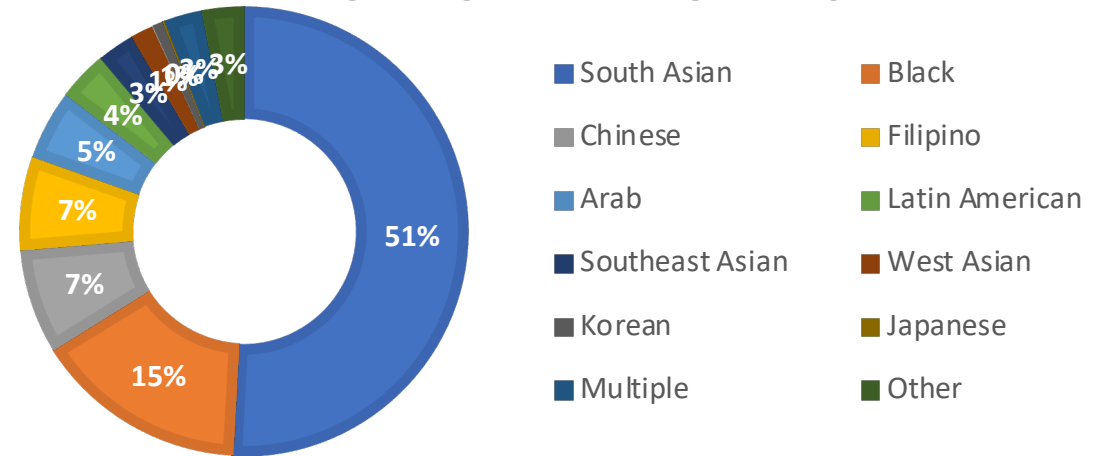
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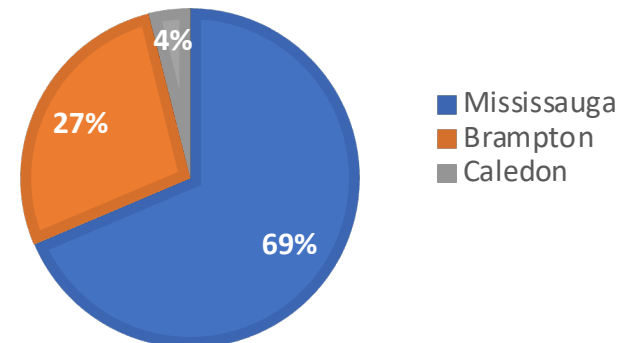
Labour Force

- 753, 110
- Ages 15 to 64
- 694, 940 jobs

TOP VISIBLE MINORITIES



JOBS BY MUNICIPALITY





Employment Opportunities in Construction

Industrial, electrical & construction trades

→ View job profiles in the construction trades by occupation and annual income

GTA labour market

- Construction is among future in-demand jobs in the next five years
- Total projected number of job openings from 2021—2025: **15,001 - 20,000**
- 900+ quarterly job postings
- Median income: \$45,377

Entering the Skilled Trades



About the Skilled Trades

According to the [Ontario Government](#), “**skilled trades workers build and maintain infrastructures** like our homes, schools, hospitals, roads, farms and parks. They keep industries running and perform many services we rely on every day.”

Pathways to the Skilled Trades

[Apprenticeship](#)

[College trades programs](#)

[Elementary and high school students](#)

[Trade certification & equivalency assessment for experienced trades workers who have not completed an Ontario apprenticeship](#)

Occupations

1. Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations
2. Contractors and supervisors, electrical trades and telecommunications occupations
3. Contractors and supervisors, pipefitting trades
4. Contractors and supervisors, carpentry trades
5. Contractors and supervisors, other construction trades, installers, repairers and servicers
6. Machinists and machining and tooling inspectors
7. Tool and die makers
8. Sheet metal workers
9. Boilermakers
10. Structural metal and platework fabricators and fitters
11. Ironworkers
12. Welders and related machine operators
13. Electricians (except industrial and power system)
14. Industrial electricians
15. Power system electricians
16. Electrical power line and cable workers
17. Telecommunications line and cable workers
18. Telecommunications installation and repair workers
19. Cable television service and maintenance technicians
20. Plumbers
21. Steamfitters, pipefitters and sprinkler system installers
22. Gas fitters
23. Carpenters
24. Cabinetmakers
25. Bricklayers
26. Concrete finishers
27. Tilesetters
28. Plasterers, drywall installers and finishers and lathers
29. Roofers and shinglers
30. Glaziers
31. Insulators
32. Painters and decorators (except interior decorators)
33. Floor covering installers

Support for Job Seekers



Employment
counselling

Job search
workshops



Job fairs

Networking
sessions



English language
training

Employment service providers

- [Indus Community Services](#)
- [Peel-Halton Workforce Development Group](#)

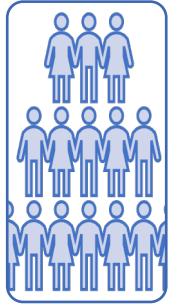
Your rights under Ontario's [Employment Standards Act](#)

- [Minimum wage](#)
- [Employment status](#)
- [Payment of wages](#)
- [Public holidays](#)
- [Sick leave](#)
- [Vacation](#)
- [Equal pay for equal work](#)
- Diversity, Equity, & Inclusion in the workplace: [Employment Equity Act](#)



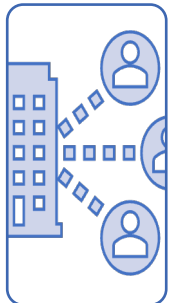
Key Messages for Employers

Diversity in Peel's Labour Market



Population

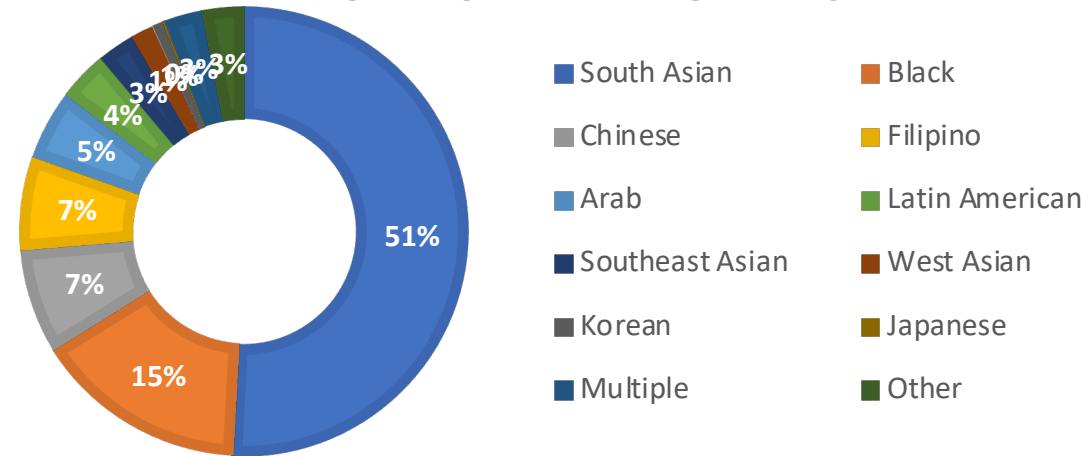
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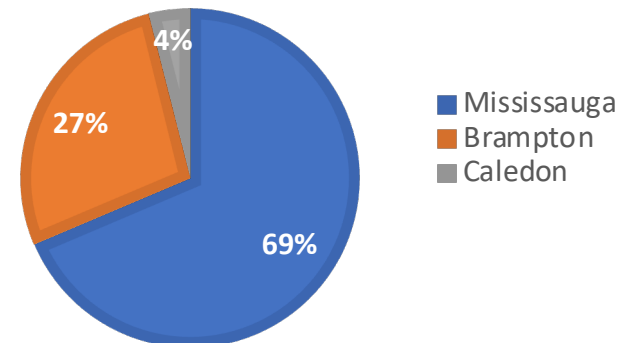
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JOBS BY MUNICIPALITY



Employment Sectors in Peel



How to Hire Apprentices



Hiring Apprentices & Tradespeople

Benefits of hiring an apprentice

Red Seal industry standards

Future-proof workforce

Financial incentives (i.e.,
Achievement Incentive Grant)

[Read more](#)

Find tradespeople

[Skilled Trades Ontario Public Register](#)

Hiring Apprentices & Tradespeople

Connect with
employment service
providers and
community agencies

- Job postings
- Recruitment events
- Mentorship opportunities
- Feedback on workers hired (i.e., job readiness) and employment sustainability

Your responsibilities as
an employer in Peel

Workplace safety

- [Occupational Health and Safety Act](#)
- [Workplace Safety and Insurance \(WSIB\)](#)

Employment regulations

- [Employment Standards Act](#)
- [Employment Equity Act](#)



Resources

Learn More About the Skilled Trades

- Ontario Building Trades and Construction Hub
 - [Explore the Trades](#)
 - [Access the Learning Centre](#)
- Skilled Trades Ontario (formerly Ontario College of Trades)
 - [Explore Compulsory and Non-Compulsory Trades](#)
 - Learn about
 - Trade classifications
 - Exam requirements
 - Training standards
 - Apprenticeship resources

Learn More About the Skilled Trades

- Apprenticeship guide
 - [Building Up's Pre-Apprenticeship](#) program: 16-week paid training
 - [Tomorrow's Trades](#): 12-week experiential learning program
 - [Starting an Apprenticeship](#)
 - [Explore the skilled trades](#)
 - Eligibility:
 - At least 16 years of age and legally entitled to work in Canada
 - Youth in grade 11 or 12 Youth in, or about to sta
 - rt postsecondary education
 - Youth or adult who has graduated or left high school, or starting a second career
 - Complete pre-apprenticeship training, which includes safety training and in-class sessions
 - Find an employer or sponsor.
 - [Finish an Apprenticeship](#)
 - Get your Certificate of Apprenticeship
 - Arrange your exam (determined by trade)
 - Get your Certificate of Qualification
 - Earn a [Red Seal](#) to work in other provinces and territories
 - [Trade Equivalency Assessment](#) for experienced workers

Resources in the Community

- PCBN
 - Browse our [network of employment service providers, labour unions, and social enterprises](#) in Peel Region.

COMMUNITY



LABOUR



BUSINESS



GOVERNMENT



Further Reading

- About CBAs
 - [Community Benefits Agreements, Mowat Centre](#)
 - [Engage & Empower: Defining and engaging community in Ontario's community benefits initiatives, Mowat Centre](#)
 - [Community Benefits Agreements: Making Development Projects Accountable, The Canadian CED Network](#)
- On diversity, equity & inclusion in the skilled trades
 - [Labour market outcomes of journeypersons designated as visible minorities, Statistics Canada](#)
 - [Demographics & diversity: A portrait of Ontario's unionized construction industry, Ontario Construction Secretariat](#)
 - [In-demand skilled trades in Peel and Halton Regions, Peel Halton Workforce Development Group](#)
- Peel Region
 - [Economic performance and outlook](#)
 - [The impact of COVID-19 on the local labour market, Peel Halton Workforce Development Group](#)
 - [Peel Region Data Portal](#)