

The Community Benefit Infrastructure Pilot Collaborators are: -



Vancouver Island  
Construction Association



May 2017	What have we heard?	DRAFT: Document Under Development
<b>About the Labour Market</b>	<ul style="list-style-type: none"> <li>Shrinking construction workforce</li> <li>15,000 new skilled workers needed by 2025</li> <li>More diversity needed in workforce</li> <li>Jobs -Skills Mismatch</li> </ul>	<ul style="list-style-type: none"> <li>13% Youth Unemployment – Under 25</li> <li>20% Est. with Discouraged Workers</li> <li>People without Jobs- Jobs without people</li> <li>Fdn courses not well connected to industry</li> </ul>
<b>From Industry</b>	<ul style="list-style-type: none"> <li><b>Safety First</b> - Job site is hazardous– not suited to complex, multi-barriered individuals</li> <li><b>Procurement</b> must be fair, open transparent</li> <li><b>Multi-Barriered people with complex</b> needs may be better matched to less hazardous public sector opportunities eg. Parks &amp; Rec</li> <li><b>SME - 85% Contractors</b> employ less than 10</li> <li>Hot market – work is there if you want it</li> <li>Will municipalities also be doing this?</li> </ul>	<ul style="list-style-type: none"> <li><b>Only 4% women on tools in construction</b></li> <li><b>Construction Social Enterprise</b> – could provide some employment supports &amp; flexibility to minimally barriered people</li> <li><b>Mega Projects/Large Projects are rare on Vancouver Island</b> - Most projects medium (\$1-\$5M) &amp; Micro (under \$1m)</li> <li><b>Vertical Builds</b> offer more opportunity than horizontal. But municipalities buy mostly horizontal – water, sewer, roads</li> </ul>
<b>From Employment Agencies &amp; Aboriginal Training Societies</b>	<ul style="list-style-type: none"> <li><b>Construction candidates must be able to demonstrate job readiness/site safety</b> New entrants need to complete an industry recognized program - WHIMIS training etc</li> <li><b>STEP Program</b> the Social Value Menu could strengthen the pathway &amp; market uptake of employers using the STEP program</li> <li><b>Blade Runners - New workforce entrants</b> – Attending 6-8-week classroom program is a good way to demonstrate work readiness. In a hot market, youth go straight to the sites</li> </ul>	<ul style="list-style-type: none"> <li><b>Social Value Menu</b> should allocate points to contractors hiring through these programs and to those sponsoring apprenticeships</li> <li><b>Income Assistance de-incentivizes</b> contract &amp; short-term work opportunities 4wks @ \$400+ income = hard close of file Almost no access to skills training programs</li> <li><b>EI attached clients = training opportunities</b></li> <li>Many employment barriers are invisible and not well understood</li> </ul>
<b>From ITA Industry Training Authority</b>	<p><b>Apprenticeship</b></p> <ul style="list-style-type: none"> <li>Industry uptake could be better – about 20% now</li> <li>Unions provide strong apprenticeship paths</li> <li>BC - Apprenticeships required on \$15M + projects</li> <li>Completion of Apprenticeships could be better</li> </ul>	<ul style="list-style-type: none"> <li><b>Union Ratios limit #</b> apprentice/journeyman</li> <li>Social Value Menu could reward the high ratio employers, a culture of apprenticeship &amp; those committing to a set number of apprenticeship hours on a project</li> </ul>
<b>From Community Groups</b>	<ul style="list-style-type: none"> <li>Mental health issues are a growing concern</li> <li>People need more flexible &amp; adaptive workplaces</li> <li>Short days or Short weeks at minimum</li> </ul>	<ul style="list-style-type: none"> <li>Supportive employment models needed both transitional &amp; permanently for some</li> <li>More customized employment is needed</li> </ul>
<b>From First Nations</b>	<ul style="list-style-type: none"> <li>FN Youth are available &amp; ready to work</li> <li>Re-locating for work can trigger homelessness</li> </ul>	<ul style="list-style-type: none"> <li>Indigenous people continue to experience stigma &amp; stereotypical thinking</li> </ul>
<b>From Procurement City Staff</b>	<ul style="list-style-type: none"> <li>The city only buys in certain categories</li> <li>City can be an influencer &amp; leader in this area</li> <li>More buying/category variety if all public-sector entities adopt the same process</li> </ul>	<ul style="list-style-type: none"> <li>The Social Value Menu is an innovative, transparent way to achieve positive societal outcomes through a public tender process</li> <li>Standardisation is good - speeds up the process &amp; facilitates measurement</li> </ul>



## • Public Sector Outcomes

Healthy Communities  
Inclusive Economic Development  
Accessible Public Sector Markets  
Reduction in Precarious Work  
Supply Chain & Hiring Diversity  
Jobs for Local Residents  
Poverty Reduction

## • Business Outcomes

Improved SME Access to Contracts  
Fair, Open, Transparent Process  
Recognition of Community Contribution  
Innovative, Entrepreneurial Growth  
Socially Innovative Leadership  
Standardised Process  
Simplified Bidding

Inclusive  
Economic  
Development

Socially  
Responsible  
Businesses are  
Rewarded



Sandra Hamilton  
Canada's First Social MBA

**Social Procurement - Building Community One Contract at A Time**

Advancing  
Sustainable Government  
Procurement

Healthy,  
Equitable  
Sustainable  
Communities

Impactful,  
Enterprising  
Non- Profit  
Intermediaries

## • Healthy Communities

Poverty Reduction  
Income Stability  
Indigenous Reconciliation  
Increased opportunities for  
disadvantaged populations  
Inclusive, sustainable development  
Skills Training for Priority Groups  
Local Socio -Economic Development

## • Non-Profit Sector

Social Impact  
Capacity Building  
Revenue Diversification  
Supply Chain Partnerships  
Supportive Employment for  
Multi-Barriered Individuals  
Labour Market Development  
Overcoming the barriers to employment