

Toronto Community Housing Corporation
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Briefing Note: For Information

To: Tenant Services Committee (“TSC”)

From: Kelly Skeith, Chief Development Officer

Date: March 7, 2022

Re: Tenant Services Committee Meeting of March 29, 2022
 Revitalization Long-Term Economic & Employment Benefits (TSC:2022-21)

The purpose of this report is to provide the TSC with additional information requested about the employment benefits received by tenants across the revitalization sites.

At its September 14, 2021 meeting, the TSC requested Management to provide, where possible, supplementary information to the TSC:2021-57 report to include:

1. Revise tables under section 2.1 Employment, converting job duration to employment hours, broken down by revitalization communities and include more information on wages dispensed to tenants, through construction and non-construction jobs;
2. Additional details on section 1.2 Contracts for Social Enterprises, which includes the list of social enterprises that have been awarded the social contracts, the number of tenants employed, and how the social enterprises were procured, broken down by revitalization communities;
3. Total value of all constructions of all the revitalization projects, and value broken down by revitalization communities; and
4. Total construction hours and project hours, broken down by revitalization communities.

Outlined below is a summary of Management’s findings in response to the requested supplementary information.

Request #1 – Revised Employment Tables.

The requested detail on Employment are summarized in Attachment #1, general findings include:

- Table 1: 455 jobs translates into 3,155 months or 455,855 total hours worked; with just over \$9.0M in total wages earned.
- Generally tenants in construction jobs earn more than non-construction jobs and the overall data indicates that longer term (12+ months) construction jobs have higher salaries. To date there have been 190 construction related jobs secured by tenants.
- Tenants have voiced a desire for jobs that are not construction related. As of December 2020 there have been 265 non-construction related jobs secured by tenants. Employment figures for 2021 will be updated in the Summer of 2022.

Request #2 - Additional details on section 1.2 Contracts for Social Enterprises

The requested detail on Contracts for Social Enterprises are summarized in Attachment #2.

- Contracts summarized in Attachment #2 represent TCHC's social procurement commitments. These figures do not include social procurement contracts/spending undertaken by our Developer Partners.
- Through TCHC contracts eight social enterprises have been supported with contract values ranging from just over \$2,000 (catering) to \$190,000 (movers).
- Tenants were hired as a part of all of the contracts, the majority of contracts resulted in 100% of the jobs being provided to TCHC tenants.

Request #3 - The total construction value of all revitalization projects, broken down by revitalization sites.

- Total residential construction costs for market and TCHC buildings are summarized in Confidential Attachment #3.

- To date, TCHC tenant benefits secured, represent approximately 2.5% of the total construction cost of the projects. This percentage includes the value of jobs, scholarships, trainings and social contracts for TCHC tenants. It does not include other secured benefits such as new community facilities, affordable housing, public amenities (parks), and other community programming.

Request #4 - The total construction hours and project hours, broken down by revitalization communities

- Hours worked by tenants are reported in Attachment #1. Staff have investigated the possibility of retroactively collecting data on the hours worked for all jobs on the construction sites. This data is not typically tracked. For this reason, it is challenging to recreate or accurately reflect the total work hours spent to date on all construction projects.
- TCHC Staff will work with the Housing Secretariat and the City's Community Benefits team to develop a unified approach to undertake this reporting request. This work will involve consulting with our existing development partners.
- TCHC Staff will look to implement an approach that does not have negative impacts on the competitive contract tendering process for trades/contractors/subcontractors.

NEXT STEPS FOR ESTABLISHING COMMUNITY BENEFIT TARGETS:

Since September 14, 2021, Toronto City Council directed City Staff to contemplate a 10% CED target for large scale projects. Additional work is needed to determine how a 10% target can be applied and implemented. This work will identify any impacts on revitalizations including: the overall pro-forma; TCHC's ability to meet community specific needs (where Tenants Benefits and priorities represent more than just construction jobs); and, any impacts on project staffing, project schedules and budgets during construction.

Within the context of a TCHC revitalization, construction jobs and training are just one piece of a complete Tenant Benefits Package that is secured

for tenants through the RFP process. In order to align TCHC and City goals and approaches, TCHC Staff are working closely with the Housing Secretariat and the City's Community Benefits team to fully understand the impacts of this direction.

Partnering with TCHC on a revitalization is a complicated city building process. It is essential that any overarching target is well understood and clearly articulated in tender and RFP documents so proponents are able to both fully understand and value the requirement.

ATTACHMENTS:

Attachment 1:	Revised Employment Table
Attachment 2:	Summary of Social Contracts
Confidential Attachment 3:	Costs of Residential Construction Work on Revitalization Sites
Reason for Confidential Attachment:	Matters that are not required to be disclosed under the <i>Municipal Freedom of Information and Protection of Privacy Act</i> , including but not limited to financial information belonging to TCHC with monetary value or potential monetary value and a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of TCHC.

Attachment 1: Revised Employment Tables

Table #1 – Employment										
Site	Developer Employment Commitment	Reporting Start Year	Jobs Secured By Tenants	Number of Tenants Hired	Length of Jobs in Months	Total Hours Worked	Total Wages Earned	RGI Units Per Site	Employment Benefit Achieved Per RGI Unit	Employment Target per Unit RGI Unit
Lawrence Heights	\$3.5M in Jobs	2013	252	154	834	127,382	\$2,802,505	1208	\$2,319	\$2,897
Alexandra Park	Approx. 150 Jobs	2008	132	102	1677	226,067	\$4,469,789	806	\$5,545	NA
Leslie Nymark	22 Full-time or equivalent Jobs	2013	13	13	177	30,562	\$638,335	121	\$5,275	NA
Allenbury Gardens	Best efforts to employ 10% of jobs created on-site	2010	35	26	397	52,456	\$1,024,412	127	\$8,066	NA
250 Davenport	\$1M in jobs	2018	15	15	38	5,147	\$83,305	460	\$181	\$2,174
Don Summerville	Min. \$0.5M in jobs	2020	8	8	32	9,78	\$20,991	120	\$174	\$4,167
Total			455	318	3,155	455,855	\$9,039,338	2,842		

Notes:

- Employment data for the Regent Park Revitalization Phases 1-3 is collected separately by Toronto Employment and Social Services. TESS uses a different methodology of job tracking that does not align with the reporting detail provided above.
- Columns highlighted in yellow represent new data since last presented.

Table 2 - Construction Related Jobs Wages and Duration														
Site	Number of Jobs (construction)	% of All Jobs Per Site	Total Wages Earned	Average Total Wage Earned Per Job	Average Hourly Wage Paid	Hours Worked by Tenants	Number of Jobs with Wage \$14-\$19	Number of Jobs with Wage \$20+	Summer Jobs Between June-September	0-3 Months	3-6 Months	6-12 Months	12-24 Months	24+ Months
Lawrence Heights	80	32%	\$2,090,831	\$26,135	\$25.04	83510	53	27	12	42	6	7	5	8
									15.0%	52.5%	7.5%	8.8%	6.3%	10.0%
									\$25.82	\$16.41	\$19.55	\$15.78	\$21.66	\$29.07
Alexandra Park	61	46%	\$3,213,045	\$52,673	\$20.38	157688	28	33		15	10	8	10	18
										24.6%	16.4%	13.1%	16.4%	29.5%
										\$16.45	\$18.58	\$19.78	\$21.37	\$21.19
Leslie Nymark	8	62%	\$243,785	\$30,473	\$19.84	12289	4	4		2	1	3	2	
										25.0%	12.5%	37.5%	25.0%	
										\$20.95	\$16.00	\$20.35	\$19.92	
Allenbury Gardens	29	83%	\$816,689	\$28,162	\$18.85	43321	23	6		17	1	3	1	7
										56.8%	3.4%	10.3%	3.4%	24.1%
										\$15.99	\$19.00	\$18.17	\$20.00	
250 Davenport	12	80%	\$73,813	\$6,151	\$16.35	4514	10	2		10		2		
										83.3%		16.7%		
										\$17.16		\$16.04		
Don Summerville	NA													
Total	190		\$6,438,162	\$33,885	\$21	301,322	118	72						

Table 3 - Non-Construction Related Jobs Wages and Duration														
Site	Number of Jobs (non - construction)	% of All Jobs Per Site	Total Wages Earned	Average Total Wage Earned Per Job	Average Hourly Wage Paid	Hours Worked by Tenants	Number of Jobs with Wage \$14-\$19	Number of Jobs with Wage \$20+	Summer Jobs Between June-September	0-3 Months	3-6 Months	6-12 Months	12-24 Months	24+ Months
Lawrence Heights	172	68%	\$711,674	\$4,138	\$16.22	43872	158	14	134	18	9	5	4	2
									77.9%	10.5%	5.2%	2.9%	2.3%	1.2%
									\$14.34	\$19.83	\$16.94	\$20.33	\$17.06	\$15.90
Alexandra Park	71	54%	\$1,256,745	\$17,701	\$18.38	68379	59	12	13	12	26	7	8	5
									18.3%	16.9%	36.6%	9.9%	11.3%	7.0%
									\$14.00	\$15.54	\$15.29	\$14.24	\$19.94	\$21.12
Leslie Nymark	5	38%	\$394,550	\$78,910	\$21.59	18274	1	4			1	1	1	2
											20.0%	20.0%	20.0%	40.0%
											\$22.00	\$16.00	\$22.00	\$22.00
Allenbury Gardens	6	17%	\$208,003	\$34,667	\$22.77	9135	3	3		4			1	1
										66.67%			16.67%	16.67%
										\$17.56			\$22.00	\$22.00
250 Davenport	3	20%	\$9,493	\$3,164	\$15.00	633	3			3				
										100.00%				
										\$15.00				
Don Summerville	8	100%	\$20,991	\$2,624	\$21.45	978	8				8			
											100%			
											\$15.00			
Total	265		\$2,601,455	\$9,816	\$18.41	141,270	232	33						

Attachment 2: Summary of Social Contracts

Social Enterprise	Service Provided	Year	Site	Contract Amount	Tenants Employed / % of Total Contractors
Alexandra Park Community Centre	Movers and Elevator Operator	2016-2018	250 Davenport	\$190,000	3-4 tenants / 100%
Alexandra Park Community Centre	Planter Box Installation	2012	Alexandra Park	\$900	3 tenants / 100%
Spaces Customs Interiors	Interior Design and Staging	2014-2018	Alexandra Park	\$29,000	1 tenant / 100%
Keenan Community Housing Services	1B Unit Clean Out	2016	Alexandra Park	\$44,000	6 tenants / approx. 60% of team
Domanique Grant Creative Group	Entertainment and Performance	2018	Alexandra Park	\$942	1 tenant / 100%
Alexandra Park Community Centre - Culinary Crew	Catering	2019-2020	Alexandra Park	\$6,372	3-6 tenants / 100%
Building UP	Various Labour Contracts	2017-2020	250 Davenport	\$28,986	~ 50% minimum
To The Moon & Back Wedding & Event Designs	Staging - International Women's Day	2019	Alexandra Park	\$2,700	2 tenants / 100%

Item 3 – Briefing Note re: Action Item 3 - Revitalization Long-Term
 Economic & Employment Benefits
 TSC Meeting of March 29, 2022
 Report#: TSC:2022-21 Attachment 2

Item 3- Briefing Note re: Public Action Item #3 - Attachment 2

Alexandra Park Community Centre	Community Animation Program	2018- 2020	Alexandra Park	\$62,000	6-8 tenants / 100%
Alexandra Park Community Centre	Phase 1b and 2a Unit Cleaning	2019- 2020	Alexandra Park	\$54,360	3-4 tenants 100%
Alexandra Park Community Centre	Fence Installation	2019- 2020	Alexandra Park	\$23,000	3-4 tenants 100%
Alexandra Park Community Centre	Summer and Winter Youth Employment	2019- 2020	Alexandra Park	\$17,000	2 tenants 100%
Gordonridge Action Committee	Catering	2017- 2020	Lawrence Heights	\$6,400	2-4 tenants 100%
TOTAL				\$465,660	

Contracts listed in the summary table were procured by TCHC through direct award in keeping with TCHC social procurement practices.