



Toronto
Community
Benefits
Network



A decade of *Excellence*
BUILDING INCLUSIVE, THRIVING COMMUNITIES



ANNUAL REPORT 2024

Building Inclusive, Thriving Communities

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Message From the President and Executive Director

Founded in 2014, the Toronto Community Benefits Network (TCBN) has spent the past decade transforming how public infrastructure investments generate inclusive economic outcomes. With a mission to ensure community benefits from Toronto's rapid development, TCBN has become a national leader in inclusive economic development.

Through landmark projects like the Eglinton Crosstown LRT, Finch West LRT, and the Ontario Line, TCBN has helped secure community benefits from more than \$65 billion in infrastructure projects that include community benefits agreements (CBAs). These agreements have resulted in over 2,000 jobs and apprenticeships for Black, Indigenous, and racialized communities, newcomers, women, and youth facing employment barriers. TCBN's efforts have also supported over 200 local businesses and social enterprises through inclusive procurement strategies.

The network has grown and now includes 100 active, and engaged member organizations and groups representing labour, grassroots groups, training providers, and community agencies. Its advocacy has influenced provincial and municipal policy, helping establish community benefits as a standard in public infrastructure planning.

TCBN's programs, such as the NexGen Builders Mentoring Program and other Apprenticeship and Workforce Development Initiatives, have provided thousands of individuals with training, career pathways, and ongoing support to enter and thrive in skilled trades.

As it celebrates its 10th anniversary, TCBN stands as a powerful example of grassroots coalition-building that delivers measurable, lasting impact. It continues to advocate for a future where growth is shared, and development is driven by equity, opportunity, and community leadership.



Rosemarie Powell
Executive Director of Toronto
Community Benefits Network



Chris Campbell
President of Toronto
Community Benefits Network

COMMUNITY BENEFITS PROGRAM HIGHLIGHTS



NEXGEN BUILDERS BLACK YOUTH ACADEMY

The Toronto Community Benefits Network's NexGen Builders Black Youth Academy continues to make a meaningful impact by preparing Black youth for careers in construction. This year, 96 candidates successfully completed the Construction Readiness training program, gaining essential skills and certifications needed to enter the industry. As a result of the program's strong employer partnerships and career support services, 60 participants have already secured employment in various construction roles. The Academy remains committed to promoting equity, building career pathways, and empowering Black youth through training, mentorship, and job placement, contributing to a more inclusive and diverse construction workforce in Toronto.

NEXGEN BUILDERS MENTORING PARTNERSHIP

The NexGen Builders Mentoring Program continues to foster growth and development in the construction industry. This year, 144 participants were selected for the program, with 112 successfully completing the comprehensive training and mentoring phases. The initiative provided valuable industry insights, leadership skills, and hands-on guidance to emerging professionals. A major highlight was the Annual Retreat, which brought together 365 mentees and mentors for networking, workshops, and collaborative sessions. The retreat served as a celebration of progress and a platform for future opportunities. NexGen Builders remains committed to cultivating the next generation of leaders through mentorship, education, and meaningful engagement.

MEMBERS & PARTNERS HIGHLIGHTS



BUILD GREEN CAREER FAIR 2024

The Build Green Career Fair 2024 was a resounding success, connecting job seekers with opportunities in the growing green building sector. The event welcomed 1,324 attendees eager to explore sustainable careers. A total of 45 employers participated, representing a range of environmentally focused construction and design firms. Through the dedicated Employer Portal, 145 job postings were made available to candidates. As a direct outcome of the fair, 57 attendees secured employment in green construction roles. The event continues to demonstrate the importance of sustainable development while fostering meaningful connections between talent and employers driving a low-carbon future.

OPEN HOUSE

In 2024 our Open House was a valuable opportunity to strengthen relationships between construction industry partners and TCBN's staff, Board, and community groups and organization members. With 25 construction employers and 8 unions in attendance, the event fostered meaningful dialogue around inclusive hiring, workforce development, and community engagement. Employers and union representatives connected with TCBN leadership and local organizations to explore collaboration on training, apprenticeship, and employment initiatives. The event highlighted the shared commitment to building a more equitable and diverse construction industry, while reinforcing TCBN's role as a bridge between industry stakeholders and the communities they serve.

COMMUNITY BENEFITS PROJECTS IN TORONTO

Cumulatively, these public infrastructure and private development projects total over \$65 billion dollars in project value, contributing to local jobs and community benefits in communities across Toronto.



COMMUNITY ENGAGEMENT AND CAMPAIGNS

TCBN continues to lead and support community engagement and organizing for community benefits in neighbourhoods across Toronto. The team has also played an active role in strengthening the movement for community benefits locally and across Ontario. These initiatives include:

- Build A Better Fairview
- Moss Park Coalition
- Community Benefits Agreements for South Etobicoke (CBASE)
- Mount Dennis Eco-Neighbourhood Initiative
- Regent Park Neighbourhood Association Community Benefits Coalition
- Little Jamaica Community Coalition
- CBA for Downsview
- FIFA Men's World Cup 2026 - Toronto Organizing Group
- Lawrence Heights Revitalization Coalition
- Community Benefits Ontario (Co-Chair)

ADVANCING INCLUSIVE ECONOMIC DEVELOPMENT IN TORONTO

In 2024, the TCBN worked with member organizations from community, labour and environment to help shape the City of Toronto's first Inclusive Economic Development Framework. This framework is intended to address the findings from research and data of increased inequality and lack of affordability in Toronto, despite the city's economic success over several decades. The TCBN is helping to inform the co-development, implementation and monitoring as part of a working table co-convened by the City of Toronto and Atkinson Foundation.

COMMUNITY BENEFITS DAY ON THE HILL

On October 1st, the TCBN coordinated a Community Benefits Day on the Hill in Ottawa. The event was attended by TCBN network member organizations and community benefits networks from across Ontario. The day included meetings with policy staff and Members of Parliament from the three main parties, an evening reception and farewell to a champion of the community benefits movement, Senator Ratna Omidvar who officially retired in November. The day was a huge success as we engaged in meaningful dialogue on how Canada's investments in infrastructure and development can better serve and support the economic, social and environmental wellbeing of communities.

YOUTH POLICY TABLE

In 2024, the TCBN Powershift Youth Policy Table officially convened its first meeting. The program provides youth between the ages of 16-25 with leadership and development opportunities through workshops, convenings, events and placement with partner organizations. Through this program, the youth are helping to shape policies that ensure more equitable approaches to infrastructure and development as part of the TCBN's best practices and standards for Community Benefits Agreements project.



FINANCIALS

2023 | 2024 Revenue & Expenses

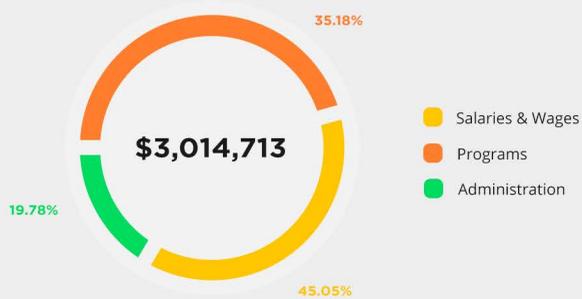
2024 Revenues



2023 Revenues



2024 Expenses



2023 Expenses

