

9 THINGS TO KNOW ABOUT...

WORKFORCE DEVELOPMENT AND PARTICIPATION STRATEGY

The Community Benefits Plan for the Gordie Howe International Bridge project includes a robust Workforce Development and Participation Strategy that will create accessible employment and contracting opportunities for local residents and business in the communities of Windsor, Ontario, and Detroit, Michigan, and for Canadian Indigenous Peoples. The detailed Workforce Development and Participation Strategy outlining the approach, initiatives and delivery partners is available on www.gordiehoweinternationalbridge.com. Here are just a few highlights:

1

DELIVERY PARTNERS

Many of the initiatives will be implemented collaboratively with local delivery partners who have been selected because of their connections to local job seekers and businesses, knowledge of local workforce resources and trends, proven capacity and track-record for delivering results.

2

TIMELINE

Initiatives listed within the Workforce Development and Participation Strategy will be implemented throughout the life of the project. Select initiatives are currently underway and will continue to ramp up in fall 2019. The delivery timelines for initiatives align with the training, labour and procurement needs determined by the project schedule.

3

ENGAGEMENT & AWARENESS

Partnerships with workforce development organizations will be leveraged to enhance the communities' awareness of employment opportunities related to the project, including annual meetings, mailing lists, participation in job fairs and employment information sessions.

4

EDUCATION

Initiatives will engage students at all levels within the education system. For elementary and secondary school students, classroom activities to raise awareness about the project and career paths in related industries will be held. Students at the post-secondary level will be engaged through lecture series and through research and co-operative learning opportunities.

5

TRAINING

Initiatives will focus on training for eligible local residents in Windsor and Detroit as well as Canadian Indigenous Peoples to enable participation on the project.

6

HIRING LOCAL RESIDENTS & CANADIAN INDIGENOUS PEOPLES

Partnerships will be formed with post-secondary institutions and workforce development organizations so that information about job opportunities is publicly available and easily accessed, as well as to receive referrals for qualified candidates for available positions.

7

LOCAL SOURCING

Initiatives will focus on creating opportunities for local businesses to learn about how to participate in project opportunities, business-to-business sessions and the implementation of a regional, small-business procurement protocol.

8

ACCESSIBILITY

Commitments ensuring that project opportunities are accessible to Canadian Indigenous Peoples, women, individuals that identify as minorities, individuals that are English-as-a-Second-Language (ESL) speakers and individuals that are unemployed or underemployed have been incorporated into the strategy.

9

OVERSIGHT & REPORTING

Bridging North America is committed to delivering the Community Benefits Plan with oversight by Windsor-Detroit Bridge Authority (WDBA). Keeping the community engaged and informed about progress is an important part of the delivery. Quarterly public reports that detail hiring and sourcing achievements will be made available.

