

GUIDE FOR PREPARING SOCIAL VALUE PLAN



Use the information provided below for support in preparing your Social Value Plan.

As part of the requirements to bid on this procurement, bidders are required to submit a Social Value Plan which will demonstrate how (# of hours, % committed) they will include considerations regarding social value through this project. The Social Value Plan should include employment opportunities and hiring of Supplier and subcontractors from members of equity-deserving communities; apprenticeship and paid work opportunities; or use of small businesses, social enterprises or diverse-owned businesses as Suppliers and subcontractors.

Equity-deserving communities include Indigenous people, women, racial minorities/racialized people, persons with disabilities, newcomers, and 2SLGBTQ+ community.

A Diverse Supplier is a business that is majority owned/controlled (at least 51%) by an equity-deserving community.



Purpose of this requirement: Tell us how your organization will create job opportunities for individuals who may face barriers to employment, including how local suppliers or subcontractors will be engaged and supported to access economic opportunities throughout this project.



What could be included in a Social Value Plan:

- ✓ Providing employment opportunities for members of equity-deserving communities.
- ✓ Contracting or partnerships with small businesses or social enterprises.
- ✓ Use of local suppliers or subcontractors as part of this project.
- ✓ Identification of programs to help these groups get work through your organization or the project.
- ✓ Other employment-related initiatives.

EXAMPLE STRATEGIES

The strategies outlined below are examples that may satisfy the requirements. Please use these as guidelines and adapt them to meet the specific needs of the procurement and your organization's commitments. The submitted strategy will form part of the procurement contract.

Example A

Employment Opportunities for Equity-Deserving Communities

Our goal is to ensure that at least 15% of the total project workforce is comprised of individuals from equity-deserving communities. This includes Indigenous people, women, racial minorities, persons with disabilities, newcomers, and 2SLGBTQ+ individuals. We will collaborate with local community organizations, job placement agencies, and outreach programs to actively recruit from equity-deserving groups, ensuring a fair and inclusive hiring process.

We will track the number of workers hired from these groups and report on a quarterly basis to ensure that our targets are being met. We will also provide regular updates to the City of Mississauga to maintain transparency.

Support for Small and Diverse-Owned Businesses

Procurement Strategy: We commit to allocating 25% of the total procurement spend to small businesses and diverse-owned businesses. These businesses will be prioritized for subcontracts and supply chain opportunities. We will seek out businesses that are at least 51% owned by individuals from equity-deserving communities and ensure that they have the capacity to meet project requirements.

Local Supplier engagement: we will give preference to local suppliers and contractors, particularly those owned by racialized, Indigenous, and other equity-deserving groups, to ensure that the economic benefits of the project remain within the community.

Subcontractor Diversity: At least 20% of our subcontractors will be diverse-owned businesses. We will actively seek out subcontractors that align with the equity-deserving groups outlined in the project's social value objectives.

Example B

We can provide 1,755 hours of employment opportunities for equity-deserving communities, or paid work opportunities. We intend to offer these hours through direct-hire and through our sub-trades. We will allocate the hours during the project period, once work has commenced on site.