

Community Builders North FREQUENTLY ASKED QUESTIONS

1

WHAT IS A SOCIAL ENTERPRISE?

Social enterprises are businesses that are changing the world for the better. Like traditional businesses, they aim to make a profit but it's what they do with their profits that sets them apart - reinvesting or donating them to create positive social change. Often social enterprises are non-profit, but not always. Community Builders is a non-profit construction company that reinvests in training individuals with barriers to employment and affordable housing projects.

2

WHAT ARE BARRIERS TO EMPLOYMENT?

An individual can experience a number of different barriers that makes it hard for them to find employment with private employers. Having a criminal record is a major barrier to employment, but barriers can also include low levels of education, no previous work experience or references, or poor past employment history. Even things like not having the right ID to get a bank account, or not having a driver's license can be a barrier. We also help individuals get access to appropriate clothing and PPE, and help to secure housing and childcare to make employment possible. It is often not as easy as "just getting a job," learning the skills and behaviours appropriate for a job site and being fully prepared for a job can take a lot of work, and often individuals require support to remove these barriers.

3

WHAT KIND OF WORK DOES CBN DO?

Community Builders North, like many construction-based social enterprises, is committed to completing projects that have an impact on our community. We are committed to the maintenance and development of affordable housing units in our Community. To do this, we rely on social procurement; that is work that government agencies were going to pay someone to do anyway, but they choose to use our services because of the social benefits it brings to their community.

Community Builders North has built a strong relationship with the City of Greater Sudbury and Greater Sudbury Housing Corporation. We have already renovated over 30 units within their social housing stock to get them ready for new tenants. This work allows us to have a steady stream of work to ensure our trainees can practice skills such as flooring, drywalling, painting, and finishing in each new unit.

We have also partnered with Raising the Roof to complete renovations on five houses through their Reside program (more information can be found on FAQ page 2). Partnering with other non-profit organizations has allowed construction-based social enterprises in communities across Canada to find new and innovative solutions to ending homelessness. Community Builders is excited to bring a new contractor option to other partners in the Greater Sudbury community who are interested in building and delivering affordable housing projects.

4

WHAT KIND OF TRAINING DOES CBN OFFER?

Trainees begin in a 14 week program that includes in-class courses on employment and life skills, as well as basic construction theory, and on-site learning on actual job sites being worked on by our skilled crew. They are taught everything from conflict resolution and budgeting to workplace health and safety and job site responsibilities. They learn hands on skills under our skilled labour team, and are supported through a case manager who helps them set goals, and access the services they need to remove the barriers that prevented them from working. They are offered a number of training courses like First Aid and other health and safety training to ensure they are ready for any job and supported to complete job searches, resumes and practice interviews so they will be successful in moving into the private labour force once they graduate.

Some trainees will move onto Community Builders crews to pass on what they have learnt to the next group of trainees!

5

WHO IS ELIGIBLE TO BE A TRAINEE?

Community Builders works with a number of partners to find individuals who are ready for this kind of training, and are in need of the supports offered. We work with parole and probation officers, employment services offices, non-profits serving those experiencing poverty or homelessness, and Indigenous organizations. We particularly focus on demographics that have been traditionally excluded from the construction and trades industry including women, people of colour, Indigenous people, and immigrants. We accept application through an online form on our website: www.communitybuilders.co. As we ramp up, we anticipate that there will be a waitlist for future co-horts.

6

WHAT HAPPENS WHEN SOMEONE GRADUATES?

Community Builders staff work with trainees to find a job opportunity that meets their career goals, and helps them to consider their long-term path. We create relationships with trades employers so we can provide credible references for our trainees. We look for employers who are excited about continuing the learning process, and for many, it results in an apprenticeship opportunity. After graduation, trainees can rely on continued encouragement and support.

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HOW CAN I HELP?

The community of Greater Sudbury can get involved in a number of ways. We accept donations of new or lightly used work clothing and steel toe boots, tools in good working condition, and grocery gift cards for our trainees. You can also participate in larger ways by going through our charitable partner, Raising the Roof. You can contact them at leslie@raisingtheroof.org. For updates on the project or to learn more visit www.raisingtheroof.org/reside-sudbury

SUDBURY RESIDE PROJECT FREQUENTLY ASKED QUESTIONS

1

WHAT IS THE PROJECT?

Five vacant single family houses will be renovated into 10 units of affordable housing for people experiencing homelessness or at risk of homelessness in the Greater Sudbury area. The renovations will provide hands-on training, support and employer connections for 35+ people with barriers to employment.

2

WHO OWNS THE HOUSES?

Raising the Roof has purchased the houses from the City of Sudbury. Raising the Roof is a national charity that has 24 years of experience leading homelessness prevention initiatives. Through their Reside program, Raising the Roof acquires and renovates vacant properties into homes for people experiencing homelessness or are at risk of homelessness. They partner with social enterprise contractors who use the renovations as a vehicle to train and employ people with barriers to employment. Upon completion, Raising the Roof partners with local agencies who provide ongoing holistic supports for the tenants and property management services.

Since 2018, 172 people have had the opportunity for hands-on training, long term affordable housing, and wraparound supports through the Reside program. 85% of trainees who worked on the homes are completing paid apprenticeships or have other full time employment in trades.

3

WHO WILL BE DOING THE RENOVATIONS?

Community Builders, an established social enterprise contractor with a Construction Training Program, will be completing the renovations through their new Sudbury division, Community Builders North. Community Builder's founder and CEO, Brandon Day, is originally from Sudbury. Through their Construction Training Program, Community Builders has trained 37 marginalized local community members, 83% of whom have obtained full-time employment in the trades. They have renovated over 80 affordable housing units and created 36 units of affordable housing including 18 secondary suites.

Carly Gasparini, former Strategic Initiatives and Policy Coordinator for the City of Greater Sudbury, is the Managing Director of Community Builders North. Gasparini has a Masters Degree in Public Service and served as the Executive Director of the Brandon Neighbourhood Renewal Corporation, where she led affordable housing, social enterprise, employment and community development programs including construction training programs.

It is anticipated that 35+ people with barriers to employment will receive hands-on training and support through Community Builders North's Construction Training Program.

4

WHEN WILL THE RENOVATIONS BEGIN?

Demolition and construction on the first two properties is set to begin in February or March 2022.

5

WHEN WILL THE RENOVATIONS BE COMPLETED?

We anticipate the renovations on the first two properties to be completed within 6 months. After that, Community Builders North will begin work on the next two properties with the goal of completing all 5 properties within 2 years.

6

WHO WILL LIVE IN THE HOMES?

Local Sudbury residents who are currently experiencing homelessness or are at risk of homelessness will live in the homes. At the last Point in Time Count on October 19, 2021, 398 people were experiencing homelessness. Of those, 165 people were staying at an encampment. Sudbury continues to see new residents who are experiencing homelessness, with 33% of people at the Point in Time Count reporting that they had been in Sudbury for less than one year. 98% of respondents at the Count said they would like to have permanent housing, with affordability being the main barrier.

Through this project, at least 25 people will have long term affordable housing with supports.

7

HOW WILL THE TENANTS BE SUPPORTED?

The tenants will have assigned caseworkers to work with them on an individual basis. The caseworkers will be part of a network of local agencies with resources for employment, mental health counselling, addiction services, budgeting and financial planning, food security, and other services as needed.

8

HOW WILL YOU ENSURE THE HOMES WILL REMAIN IN GOOD CONDITION?

Community Builders North will provide ongoing property maintenance and ensure that the homes are kept in good condition.

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HOW CAN I HELP?

We'd love your help with the project. If you'd like to get your company, community group, church, or organization involved in supporting the trainees or tenants or contributing financially or in kind to the project, please contact us at leslie@raisingtheroof.org. For updates on the project or to learn more visit www.raisingtheroof.org/reside-sudbury.