



Surrey

Community Employment Benefits

Part of the

Coastal Flood Adaptation Projects

March 2021

For Community Employment Benefit questions related to Coastal Flood Adaptation Projects, please contact John.Rhee@surrey.ca or 604-591-4027.

Introduction

Social procurement and Community Employment Benefits are about capturing the social, environmental and cultural impacts of purchasing decisions in order to foster healthy and vibrant communities.¹

Surrey and communities across Canada face complex social and economic challenges. These include poverty, employment challenges, immigration transitions, homelessness, and skill gaps. In the past year, the COVID-19 pandemic has compounded these existing issues and disproportionately impacted vulnerable members of our communities. The North America-wide social equality and diversity movement has brought to the forefront deeply rooted inequalities.

Meanwhile, the public sector in Canada spends \$200 billion annually with 80% of purchasing occurring at the local and regional level. The City of Surrey's Coastal Flood Adaptation Projects have a budget of \$187 million over the course of eight years. The projects consist of 13 infrastructure projects including dyke upgrades, sea dams and other sea level related projects, with construction and consulting work spread out over 8 years.

Community Employment Benefits (CEB), a form of social procurement, leverage existing purchasing needs to contribute to stronger communities by addressing underlying social and economic challenges. The Government of Canada developed the CEB initiative in 2018 to support its commitment to "providing sustained economic growth; building stronger, more inclusive communities; and creating meaningful jobs for more Canadians". The Federal CEB initiative will "promote expanded employment, training, and procurement opportunities for Federal CEB Target Groups while building the cities of the 21st century and providing communities across the country with the tools they need to prosper and innovate."²

The inclusion of Community Employment Benefits in Surrey's Coastal Flood Adaptation Projects target the following CEB Outcome Goals:

- **20-30% of employment hours** carried out by individuals who fall into at least one of the CEB Target Groups; and
- **50% of purchasing** from target enterprise types (small, medium or social enterprises).

¹ <https://www.buysocialcanada.com/what-is-social-procurement>

² Community Employment Benefits General Guidance <https://www.infrastructure.gc.ca/pub/other-autre/ceb-ace-eng.html>

CEB Target Groups

The following Community Employment Benefit (CEB) Target Groups for individuals and enterprises have been selected by Surrey to target, measure and report on for the Coastal Flood Adaptation Projects. The list comes from Infrastructure Canada with the addition of LGBTQ+ by Surrey Council. The CEB requirement does not prescribe definitions of the CEB Target Groups so definition source has been indicated below.

- **Apprentices** (Employment Social Development Canada definition: An apprentice is a paid employee, registered with the regional apprenticeship authority, who works under the supervision of a certified journeyman to learn their skilled trade and fulfill all requirements established by their province or territory.)
- **Indigenous Peoples** (self-identified)
- **Women** (self-identified)
- **Person with a disability** (self-identified)
- **Veterans** (Veterans Affairs Canada definition: Any former member of the Canadian Armed Forces who successfully underwent basic training and is honourably released.)
- **Youth** (Youth Policy - Privy Council Office definition: young workers up to age 29)
- **Recent Immigrants** (self-identified; Statistic Canada definition: refers to a person who obtained a landed immigrant or permanent resident status up to five years prior to a given census year. In the most recent Census in 2016, this period is January 1, 2011, to May 10, 2016.³)
- **LGBTQ+** (Self-identified; LGBTQ+ is an acronym for lesbian, gay, bisexual, transgender and queer or questioning)
- **Small enterprise** (1-99 employees)
- **Medium enterprise** (100-499 employees)
- **Social enterprise** (Employment and Social Development Canada, Recommendations of the Social Innovation and Social Finance Strategy Co-Creation Steering Group definition: a business, whether not-for-profit or for-profit, that pursues a social, cultural or environmental mission through the sale of goods and services, with the majority of net profits directed back to its mission, and with limited distribution to shareholders and owners.⁴)

³ <https://www12.statcan.gc.ca/census-recensement/2016/ref/98-501/98-501-x2016008-eng.cfm>

⁴ <https://www.canada.ca/en/employment-social-development/programs/social-innovation-social-finance/reports/recommendations-what-we-heard.html>

Background

Introduction to Social Procurement

Every purchase has an economic, environmental and social impact, whether intended or not. Social procurement is about capturing those impacts and seeking to make intentional positive contributions to both the local economy and the overall vibrancy of the community.

Historically, procurement has been about choosing the supplier offering the lowest price while still meeting technical requirements of providing high quality products or services at minimal risk. Social procurement is about “encouraging a shift towards procurement based on achieving multiple outcomes in addition to maximizing financial value.” It means using your procurement dollars to achieve overarching institutional, governmental, or individual goals such as environmental and social sustainability. Since 1969, procurement practices have evolved to include an environmental sustainability component, but in the last 15 years there has been a similar evolution to include a social value as well. Social procurement is not the disregard for price, quality and environment but rather it is the transition to and/or the addition of a social value alongside quality, price, and environment in existing procurement policy, practice, and measurements.

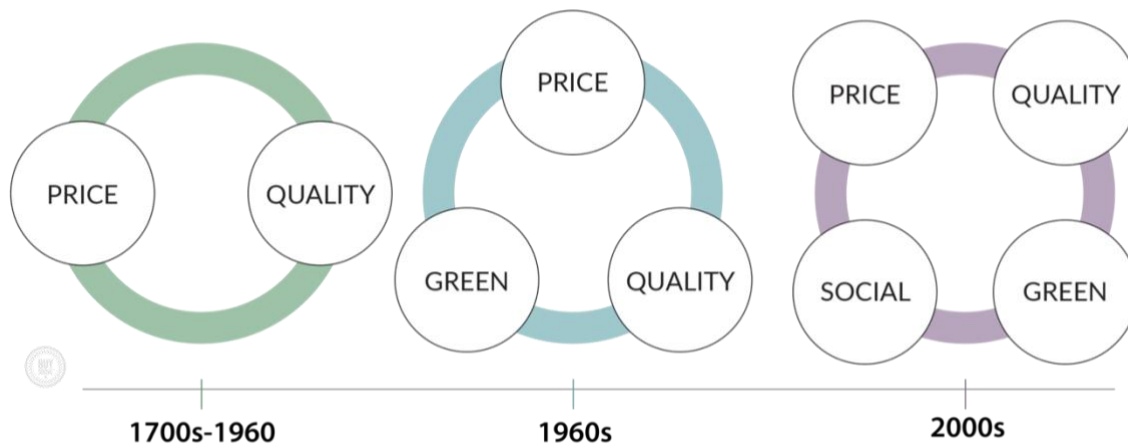


Figure 1. Procurement evolution timeline courtesy of Buy Social Canada

In the traditional procurement model, the value created is simply the economic value created by a mutually beneficial market transaction for both the buyer and seller. The purchaser receives value from the good or service procured from filling a purchasing need. The supplier receives value in the form of revenue. However, when we include a social value component in our supplier selection criteria, such as buying from a social enterprise, then the same market transaction creates additional value for the local community. Specifically, it creates value for three parties: the buyer, the seller, and the community.



Figure 2. Social procurement equation courtesy of Buy Social Canada

Surrey has a diverse range of strategies and goals to create a healthy, vibrant community. The City began exploring social procurement in 2018 through the Social Purchasing Opportunities report. This report explores the current state of social procurement practices and opportunities for implementation in Surrey.

In 2019 Surrey received funding from Infrastructure Canada for the Disaster Mitigation and Adaptation Fund Projects. These projects consist of 13 [Coastal Flood Adaptation Strategy](#) projects which will span 8 years. The funding includes a requirement to target, measure and report on Community Employment Benefits.

City of Surrey set the CEB Outcome Goals at the following rates for 2021:

- **20-30% of employment hours** carried out by individuals who fall into at least one of the CEB Target Groups; and
- **50% of purchasing** from target enterprise types (small, medium or social enterprises).

The City's CEB objectives and targets have been developed through engagement with stakeholders including construction and consulting firms, employment and Indigenous-serving non-profit organizations, social enterprises, and local businesses. Engagement activities included surveys and facilitated meetings. Engagement sessions were held in-person and online to assess challenges and opportunities presented through CEB implementation for both the supply and demand side of the Coastal Flood Adaptation Projects.

City of Surrey is a leader in recognizing that its purchases have a ripple effect on the local economy, the environment and the social fabric of our neighbourhoods. Across Canada other municipalities are also leveraging their existing purchasing to create community benefits:

- City of Toronto, [Social Procurement Program](#)
- City of Calgary, Benefit Driven Procurement through the [Sustainable Environmental & Ethical Procurement Policy](#)
- City of Edmonton, [Sustainable Procurement Policy](#)
- City of Vancouver, [Sustainable and Social \(Value\) Procurement](#) and [Community Benefit Agreements Policy](#)
- [Coastal Communities Social Procurement Initiative](#), consisting of 25 municipalities on Vancouver Island and the Sunshine Coast

CEB Process

The CEB process takes into account project scope and scales the process accordingly. For smaller Coastal Flood Adaptation Project procurement initiatives, achieving the CEB Outcome Goals will be desired/voluntary. For the five larger Coastal Flood Adaptation Projects, which total approximately \$120 million, an enhanced contractor pre-qualification process will be utilized to identify contractors that are able to meet the above procurements requirement target levels, along with the other qualifications needed to be eligible to participate in the specific Coastal Flood Adaptation Project.

These projects are anticipated to be and subject to change:

1. Colebrook Dyke Construction (2021-2024)
2. Serpentine Water Control Structure (2022-2026)
3. Nicomekl Water Control Structure (2022-2026)
4. Mud Bay Foreshore Enhancements (2020-2027)
5. Campbell River Pedestrian Bridge (by Semiahmoo First Nation) (Date TBD)

The reporting structure has been designed with consideration to ensure that reporting is accurate and easy for contractors and consultants, while complying with Federal obligations, and that it aids in increasing industry capacity to deliver CEB to help shape a strong, healthy and vibrant community.

Annual reporting of targeted and actual employment hours and contract spend by CEB Target Groups will be sent to Infrastructure Canada for the duration of the Coastal Flood Adaptation Projects. The City will collect monthly reporting for active contracts on these metrics for the Coastal Flood Adaptation Projects. A reporting tool has been implemented for general contractors/consultants and sub-contractors/sub-consultants that aligns with the data required by Infrastructure Canada.

Accountability to deliver on required CEB by firms will be provided through:

- Monthly reporting will allow for ongoing monitoring of delivered levels of CEB to allow early and corrective action; and
- Firms will be required to have their final reporting on CEB signed and notarized at the end of each project.

Any contractors and subtrades working on Coastal Flood Adaptation Projects with a contract value more than **\$25,000** will need to report monthly on their employee hours and contract spend with the CEB target groups. See **Appendix A** for the monthly reporting instructions and framework.

Contractors are encouraged to engage with local social enterprises and employment non-profits who can help build connections to achieve employment and contract spend with CEB Target Groups.

The achieved CEB results will be tracked throughout the year and assessed annually to determine the possibility of raising the target levels. Qualitative information will be reviewed to understand barriers and opportunities in achieving the CEB Outcome Goals and the need for any additional support from City of Surrey will be assessed through an interdepartmental advisory committee.

Connect with Surrey CEB

The eight year time span of the Coastal Flood Adaptation Projects allows the Surrey community time to plan and develop Community Employment Benefit opportunities. Please see **Appendix B** for the Coastal Flood Adaptation Project schedule.

CEB Email Updates

Join the [Coastal Flood Adaptation Projects mailing list](#) to stay up to date on the projects and the Community Employment Benefit related opportunities.

Reverse Tradeshow

Building the connection and networks between CEB Target Groups and contractors is key to enabling employment opportunities. A reverse tradeshow allows the employment providers, social enterprises, and non-profits that work with the CEB Target Groups to explain the programs and services their organizations provide and network with the contractors. Subscribers to the [Coastal Flood Adaptation Projects mailing list](#) will receive invitations and notifications for events of this kind.

Resource Lists

Two resource lists have been created to facilitate employment social enterprises and non-profits and Coastal Flood Adaptation Project contractors to find each other and connect.

A list of local employment social enterprises and non-profits who work with CEB Target Groups can be found in the Community Employment Benefits Resource List in **Appendix C**.

A list of the Coastal Flood Adaptation Project prequalified contractors can be found in the Coastal Flood Adaptation Project Prequalified Tier 1 Contractor List in **Appendix D** or online [here](#).

Education

To find out more about social procurement and community benefits please see the following resources:

- [Corporate Report 2020:R171 Implementation of Disaster Mitigation Adaptation Fund's Community Employment Benefit Program](#) – approved November 23, 2020
- [Guide to Social Procurement](#) by Buy Social Canada

Questions

For Community Employment Benefit questions related to Coastal Flood Adaptation Projects, please contact John.Rhee@surrey.ca or 604-591-4027.

Conclusion

The Community Employment Benefits for the Coastal Flood Adaptation Projects support the City's Sustainability Charter 2.0 in the following strategic areas:

- Gender equity is realized throughout Surrey's economy and political, community and family life (Diversity and Accessibility DO4);
- New immigrants and refugees are supported to settle, integrate and become thriving members of the community (Diversity and Accessibility DO5);
- Increase access to education, training and inclusive employment opportunities for people who face barriers within the community (Poverty Reduction SD7);
- Diverse and meaningful employment and business opportunities are available close to where people live, and provide incomes that can support a high quality of life (Jobs and Skills Training DO1);
- Surrey's businesses are active participants in the community and create economic value in a way that generates value for society (Innovation DO16); and
- Understand the needs of specific demographics such as newcomers, youth, seniors and people with disabilities, and encourage actions to support their integration into the workforce (Jobs and Skills Training SD2).

Community Employment Benefits and social procurement are tools for Surrey to meet many strategic goals while building a 21st century city, providing Surrey communities with the tools they need to prosper and innovate.

Appendix A – Community Employment Benefits Reporting

City of Surrey Community Employment Benefits for the Coastal Flood Adaptation Projects

Thank you in advance for completing the following Community Employment Benefits reporting form.

Starting September 2020, please complete this form on the monthly basis.

For questions, please contact at John.Rhee@surrey.ca or in person through 604.591.4027

Overview – Community Employment Benefits

Community Employment Benefits support the City of Surrey in building a diverse, resilient and forward-thinking community.

To meet the Government of Canada and the City of Surrey objectives of providing expanded employment, training, and procurement opportunities for Federal Community Employment Benefits (CEB) Target Groups while building the cities of the 21st century and providing communities across the country with the tools they need to prosper and innovate, the City will be incorporating Community Employment Benefits with this project. This requires contractors engaged in this project to hire and monitor employees from the identified CEB Target Groups and report on hours and contract spend for CEB Target Groups.

General Contractor/Prime Consultant Instructions

The prime contractor/consultant is required to submit **Form A** for themselves and have **Form B** completed by each sub-contractor on the project with a contract value of **\$25,000** and above.

Only the sections highlighted in **ORANGE** are to be filled out by the general contractor.

Please distribute a blank version of Form B to each subcontractor and compile all information into Form A and submitted to the City of Surrey for this reporting period.

Where more than one category may apply to the employee, please count in all categories that apply (*For example, if there is a 26-year recent immigrant woman apprentice who worked 10 hours, please indicate 10 hours under each "Appentice", "Recent Immigrant" and "Woman" category.*)

Please feel free **to** share any additional information in the additional notes section

Subcontractor/Sub-Subcontractors Instructions

Only subcontractor with a contract value of **\$25,000** and above is required to complete one line in the Sub-Contractor table of **Form B**. If there is a contract value of **\$25,000** and above with your Sub-Subcontractor, each sub-subcontractor should fill out one row in the Sub-Subcontractor table.

Only the sections highlighted in **GREEN** are to be filled out by the Subcontractor.

Where more than one category may apply to the employee, please count in all categories that apply (*For example, if there is a 26-year recent immigrant woman apprentice who worked 10 hours, please indicate 10 hours under each "Appentice", "Recent Immigrant" and "Woman" category.*)

Please feel free to share any additional information in the additional notes section

Declaration of Accuracy

The City of Surrey requires the contractor to attest to the accuracy, completeness and truthfulness of the data provided in reporting documents.

At the end of the project the final reporting submitted by the General Contractor will be signed and notarized.

The contractor shall maintain up-to-date records and accounts which clearly document its employment records and supplier contracts, and obligate its subcontractors and other employers doing or contracting to do the whole or any part of the project to do the same, during the continuance of the project and to retain such records and accounts for a period of two years after expiration or earlier termination of the contract. Upon request by the City, the contractor will produce, or cause its subcontractors or other employers with workers engaged at the project site to produce, all records and accounts maintained and retained pursuant to the Community Employment Benefits reporting.

Appendix B – Disaster Mitigation and Adaptation Fund Projects

1. Colebrook Dyke Upgrades

This project involves upgrading 7.5 kilometres of the earth dyke along Mud Bay and at the mouth of the Serpentine River, including flood boxes. The upgrade dyke will provide protection to Highway 99, power transmission lines and regional sewer and water mains. Challenging soil conditions require construction to be phased, to gradually build a wider dyke up to four metres above the surrounding grade.

Trades: Carpenter, Labourers, Heavy Equipment Operators

Services: Trucking for Dyke build up material, Janitorial, Port-A-Potties

Anticipated Schedule -
Construction: 2022 - 2026
(multiple phases of work)
Type of work - Civil

2. Colebrook Drainage Pump Station Replacement

This project will remove and replace existing infrastructure with a modern pump station improving flood protection and drainage. The new infrastructure will reduce soil salinization of agricultural land in Surrey lowlands and provide protection to Highway 99 and bulk power transmission lines.

Trades: Carpenter, Labourers, Pipefitters, Electricians, Cement masons

Services: Janitorial, Port-A-Potties, Crane Hire

Anticipated schedule -
Construction: 2025 – 2027
Type of work -
Civil, Mechanical, Electric

3. Sea Dam Serpentine River

This project involves removing and replacing the existing sea dam with a modern structure that incorporates climate and seismic resilience. The new sea dam will have a higher crest elevation and adjustable flood gates to adapt to rising water levels. It will also expand the freshwater/brackish habitat and improve fish passage. There may be an opportunity for incorporating public art in this project.

Trades: Carpenter, Labourers, Heavy Equipment Operators, Millwright/Mechanic, Electrician, Welder

Services: Trucking of materials, Crane Hire, Janitorial, Port-A-Potties

Anticipated schedule -
Construction: 2025 - 2026
Type of work - Civil

4. 152 Street Road Upgrades

This project involves raising and widening 152 Street across the floodplain to reduce the road's vulnerability to flooding. This upgrade will also improve emergency response, reduce congestion, and add multi-modal capacity. This project involves challenging soil conditions requiring considerable preloading in phases before construction can even begin.

Trades: Carpenter, Labourers, Heavy Equipment Operators, Paving Contractors, Flaggers

Services: Trucking for road-bed build up material, Port-A-Potties

Anticipated schedule -
Construction: 2022 - 2027
(multiple phases of work)
Type of work -
Civil, Mechanical, Electric

5. Nicomekl Riverfront Park

This project involves creating a riparian park that incorporates recreation, traditional culture and natural values with flood attenuation features. These features will include wetlands and habitat islands. The new Nicomekl Riverfront Park will employ innovative climate adaptation and mitigation measures. It will also provide opportunities for climate awareness and environmental stewardship. This project will include opportunity for incorporating public art.

Anticipated schedule -
Construction: 2023 - 2027
(multiple phases of work)
Type of work -
Civil, Environmental

Trades: Carpenter, Labourers, Horticulturist, Heavy Equipment Operators (A soils Engineer which may be supplied by Surrey)

Services: Trucking for build up material, Port-A-Potties

6. King George Boulevard Bridge and Nicomekl River Sea Dam Replacement

This project involves replacing the aging wooden trestle Bailey bridge and adjacent 100-year old sea dam with a modern structure. The new structure will include reserved transit lanes and multi-use pedestrian and cyclist lanes. A multi-functional design will improve flood and irrigation controls and increase the safety and capacity of a nationally significant transportation corridor. This project includes opportunity for incorporating public art.

Anticipated schedule -
Construction: TBD
Type of work - Civil

Trades: Carpenter, Labourers, Heavy Equipment Operators, Ironworkers, Millwright, Welders, Cement Masons

Services: Trucking for project material, Engineering, Crane hire, Port-A-Potties

7. Crescent Beach Storm Sewer System Upgrades – Perforated Piping

This project involves continuing expansion of perforated storm sewer system together with ground and road raising. This work will provide efficient conveyance to manage stormwater runoff and rising groundwater levels. This adaptation work is being implemented in phases.

Anticipated schedule -
Construction: 2022 - 2027
(multiple phases of work)
Type of work - Civil

Trades: Carpenters, Labourers, Heavy Equipment Operators

Services: Trucking for project material, Port-A-Potties

8. Lower Nicomekl and Serpentine Dyke Upgrades

This project will upgrade the dyking system to increase the area's resiliency to sea level rise and protect Surrey lowlands from coastal flooding.

Anticipated schedule -
Construction: 2022 - 2026
Type of work - Civil

Trades: Carpenter, Labourers, Heavy Equipment Operators

Services: Trucking for Dyke build up material, Port-A-Potties

9. SRY Rail Link Serpentine Bridge Replacement

This project involves upgrading the aging 40-metre long timber railway bridge located over a low point in the Serpentine-Nicomekl flood control system. The bridge is at risk of overtopping and flotation in a flood event. The first phase is to replace the bridge. The second phase is to upgrade the dykes.

Anticipated schedule -
Construction: 2019 - 2020
COMPLETED

Trades: Carpenter, Labourers, Heavy Equipment Operators, Ironworkers, Welders
Services: Trucking for Dyke build up material, Port-A-Potties

10. Burrows Drainage Pump Station Upgrade

The Burrows Drainage Pump Station drains the Burrows Drainage Catchment into the Nicomekl River in the winter and provides irrigation benefits to the agricultural fields in the summer. This project will increase capacity of the existing pump station, and upgrade infrastructure and drainage flood boxes. The new pump will improve the resilience of the floodplain area to flooding, reduce seismic impacts and increase fish passage.

Anticipated schedule -
Construction: 2020 - 2021
Type of work -
Civil, Mechanical, Electric

Trades: Carpenter, Labourers, Pipefitters, Electricians, Cement masons
Services: Janitorial, Port-A-Potties, Crane Hire

11. Stewart Farm Sanitary Pump Station Upgrade

This project will raise the existing liquid waste lift station located at the lower Mud Bay floodplain, which is tidally influenced. This move will floodproof the infrastructure, protecting it from being submerged by future flood waters.

Anticipated schedule -
Construction: 2020
Type of work - Mechanical, Electric

Trades: Carpenter, Labourers, Pipefitters, Electricians, Cement masons
Services: Janitorial, Port-A-Potties, Crane Hire

12. Little Campbell River Pedestrian Bridge Replacement

This project, led by Semiahmoo First Nation, will replace the existing pedestrian bridge connecting Semiahmoo First Nation with Surrey and White Rock. The existing bridge has reached the end of its service life and is at risk of overtopping and floatation. The new structure will be built to current flood protection and seismic standards and allow for 1m of sea level rise. It will also provide an alternate emergency vehicle access route.

Anticipated schedule -
Construction: *TBD?*
Type of work - Civil

Trades: Carpenter, Labourers, Heavy Equipment Operators, Ironworkers, Welders
Services: Trucking for Dyke build up material, Port-A-Potties

13. Mud Bay Foreshore Enhancements

Surrey will partner with the City of Delta to design and implement an innovative nature-based solution similar to the 'living dyke' concept, at two locations in Boundary Bay. This project involves salt marsh construction and enhancement in an intertidal area. Sediment will be added in front of legislated dykes to mitigate impacts of sea level rise on marsh habitat and to provide flood-attenuation. This project includes opportunity for public art and interpretation.

Anticipated schedule -
Construction: 2020 - 2027
(multiple phases of work)
Type of work - Civil, Environmental

Trades: Carpenter, Labourers, Horticulturist, Heavy Equipment Operators (A soils Engineer which may be supplied by Surrey)
Services: Trucking for build up material, Port-A-Potties

Appendix C – Community Employment Benefits Resource List

The Community Employment Benefits Resource List will contain information on non-profits and social enterprises in Surrey that provide career, education, training or other employment supports to populations that may experience barriers to employment.

Organization	Description
DIVERSEcity www.dcrs.ca 604-345-4904 info@dcrs.ca	Women, Youth, Recent Immigrants, LGBTQ+. We offer different programs that help immigrant jobseekers find work, further educational and skills training opportunities
Douglas College Surrey Training Centre www.douglascollege.ca 604-587-6632	The Training Group is a department of Douglas College that offers programs for unemployed or underemployed individuals who require assistance entering or returning to the labour force. This includes employment, training and language programs for Indigenous Peoples, Women, Persons with a disability, Youth, Recent Immigrants and LGBTQ+. Training Group programs help clients gain new skills, access career support, connect with employers and ultimately find success in the workplace and community.
EMBERS Staffing Solutions www.embersstaffing.com 778-293-0781 info@emberscanada.org	EMBERS Staffing is Canada's only non-profit staffing agency. That means that any profit we make, goes directly back into helping our workers achieve their goals. As an EMBERS worker, you will receive regular work, employee benefits after a certain period, as well as training opportunities, free equipment and PPE rentals, transportation aide, and more. EMBERS is an inclusive employer, with work and individualized training opportunities for anyone, including Indigenous Peoples, Women, Persons with disabilities, Veterans, Recent Immigrants, LGBTQ+ people, and more.
ISSofBC www.issbc.org 778-838-7087	Women, Youth, and Recent Immigrants. ISSofBC provides employment programs to new immigrants to Canada. With our decades-long experience with newcomer job-seekers, we understand that newcomers have different job search needs. We have on offer a variety of quality employment services ranging from low-barriered employment supports includes trades and general labourers, to skilled professionals (including engineers, construction managers, IT professionals) looking to re-enter their profession in Canada.

<p>Mainland Infrastructure Canada Inc. www.mainlandgroup.ca 604-591-5599</p>	<p>We are an equal opportunities employer able to provide employment in the construction industry for all CEB Target Groups. Mainland is a general contractor delivering a broad spectrum of infrastructure construction projects, encompassing roadworks, utility installations, land development and site services, shoring, excavation and natural gas pipelines.</p>
<p>MOSAIC www.mosaicbc.org 604-505-5268</p>	<p>Recent Immigrants, Youth and Youth at risk, Indigenous Peoples, Women, Person with a disability, and LGBTQ+. Types of employment services: Pre-arrival to Canada, job search, career exploration, job placement, job sustainment, case management, customized employment, workplace culture, essential skills, workshops. Social enterprise services: Interpretation, translation, English classes, diversity and inclusion training, English assessment</p>
<p>Mosaic WorkBC Centre – Cloverdale www.workbccentre-surrey-56.ca 778-547-5020</p>	<p>Indigenous peoples, Persons with a disability, Youth, Immigrants. Types of employment services: Training, funding support for transportation to interviews or training, funding support for essential work clothing, tools or supplies, and work placement for clients with barriers to employment.</p>
<p>Mosaic WorkBC Centre - South Surrey/White Rock www.workbccentre-surrey-152.ca 604-531-3331</p>	<p>Indigenous peoples, Persons with a disability, Youth, Immigrants. Types of employment services: Training, funding support for transportation to interviews or training, funding support for essential work clothing, tools or supplies, and work placement for clients with barriers to employment.</p>
<p>Options Newton WorkBC www.workbccentre-surreynewton.ca 778-728-0175</p>	<p>Training, funding support for transportation to interviews or training, funding support for essential work clothing, tools or supplies, and wage subsidy to employers who hire and train eligible job seekers.</p>
<p>Options WorkBC Centre – Guildford www.workbccentre-surreyguildford.ca 604-580-9740</p>	<p>Employment services: pre-screening applications, organizing hiring events, setting up a wage subsidy placement, training, and coaching.</p>
<p>Options WorkBC Centre - Newton www.workbccentre-surreynewton.ca 778-728-0175</p>	<p>Employment services: pre-screening applications, organizing hiring events, setting up a wage subsidy placement, training, and coaching.</p>

<p>Options WorkBC Centre - Whalley www.workbccentre-surreywhalley.ca 604-584-0003</p>	<p>Employment services: pre-screening applications, organizing hiring events, setting up a wage subsidy placement, training, and coaching.</p>
<p>SOURCES Empowered for Employment www.sourcesbc.ca 604-262-6419</p>	<p>Women, Persons with Disabilities, and Youth. We offer Employment and FREE Training for youth (15-30), survivors of violence and/or abuse, and mature population (55+). All programs include Career Exploration, Job Search Strategies, Skills Training, Practicum and Job Development services.</p>

Appendix D – Coastal Flood Adaptation Prequalified Contractor List

The contractors who have been prequalified for the Coastal Flood Adaptation Projects under Tier 1 are included on this list. Please note that this list is not of firms who have confirmed contracts for the Coastal Flood Adaptation Projects but who have been prequalified to bid for the projects.

These firms have confirmed that they will deliver the following if contracted for the a Coastal Flood Adaptation Project.

- **30% of employment hours** carried out by individuals who fall into at least one of the CEB Target Groups; and
- **50% of purchasing** from target enterprise types (small, medium or social enterprises)

Name	Phone	Website
Bel Contracting, A Division of Belpacific Excavating & Shoring LP	(604) 205-5381	www.belcontracting.com
B&B Contracting (2012) Ltd.	(604) 539-7200	www.bbcontracting.com
Conwest Contracting Limited	(604) 294-5067	www.conwestcontracting.com
Delta Aggregates Ltd.	(604) 940-1300	www.deltaaggregates.ca
Double M Excavating Ltd.	(604) 467-4792	www.doublemexcavating.com
GCL Contracting & Engineering Inc.	(604) 534-9959	www.gclcontracting.com
Jacob Bros. Construction Inc.	(604) 541-0303	www.jacobbros.ca
JJM Construction Ltd.	(604) 946-0978	www.jjmconstruction.com
Mainland Infrastructure Canada	(604) 591-5599	www.mainlandgroup.ca
Matcon Civil Constructors Inc.	(604) 530-1402	www.matconcivil.com
Richco Contracting Ltd.	(604) 856-8866	www.richco.ca
Tybo Contracting Ltd.	(604) 882-0068	www.tybo.ca
Wilco Civil Inc.	(604) 882-4752	www.wilcocivil.ca