

ILEO brings together the private, public, and community sectors to find innovative ways to reduce gaps in economic prosperity and to create lasting inclusive economic vitality at the neighbourhood level.



■ WHAT IS ILEO GOOD JOBS?

ILEO Good Jobs is a neighbourhood-based employer-driven workplace development initiative that helps employers address recruitment and retention challenges and meet diversity, equity, and inclusion goals. ILEO Good Jobs coordinates community partners in a specific neighbourhood to refer qualified local jobseekers, deliver training, and provide supports to candidates and employers. The pilot neighbourhood is the Greater Golden Mile.

Key components

- Deep engagement - bespoke curriculum design with employers
- Program delivery excellence - soft skills, technical skills, and on-the-job training
- Referrals from across a network of community partners – a diverse pool of the most suitable candidates from the neighbourhood

Key differentiators

- Work with employers to identify in-demand job roles
- Jointly developed tailored suitability criteria
- Training co-created by employers and community agencies to address specific employer pain points, including performance gaps, retention or recruitment challenges
- Multiple assessment opportunities for employers in the pre-interview stage
- Engagement beyond the hiring stage through comprehensive post-hire wraparound supports

PROGRAM OPTIONS

Stream 1 Tailored Workforce Development

Work with UWGT and a community partner to develop key suitability criteria, and a bespoke training curriculum (technical and soft skills). Candidates will receive supports pre- and post-hire. Access to a diverse pool of talent that will be trained to your specific needs. Best for roles with recruitment and retention challenges where your organization makes multiple hires (6 or more) at a time.

Good Jobs Model

	Identify the role
	Design the Program
	Recruit and Select Cohort
	Deliver the Program
	Place Candidates in Employment
	Post-program Support and Evaluation

Stream 2 Accelerated Recruitment

Recruit job seekers from the Greater Golden Mile through United Way and our network of community partners, who connect with local jobseekers, help to screen suitable candidates, and provide comprehensive post-hire supports. Best for single hires into roles where you need talent right away.

EMPLOYER BENEFITS

The ILEO Good Jobs Model offers significant benefits to employer partners:

- Meet diverse hiring goals through a place-based approach
- Tap into a new talent pool to fill hiring needs with trained and qualified candidates
- Take advantage of multiple opportunities to observe and interact with potential hires before making a job offer.
- Solve retention and growth challenges through a program designed to meet your specific needs and train talent for long-term opportunities
- Onboard new hires that align with organizational goals, culture, and requirements by being deeply involved in curriculum development

THE GREATER GOLDEN MILE

The Greater Golden Mile neighbourhood presents a unique opportunity for this initiative. Major transit development is underway, which has brought with it plans for commercial and residential revitalization that will transform the neighbourhood. The area is home to diverse communities, with significant immigrant and racialized populations. Despite a higher than average education rate, income and employment rates in the neighbourhood are below average compared to the rest of the city.