



Pearson Works
RAIC Ready Talent Pool
Pilot
December 2022

What is Pearson Works?

A cross-stakeholder collaboration on airport-wide workforce development to promote the benefits of airport careers and build the workforce of the future.

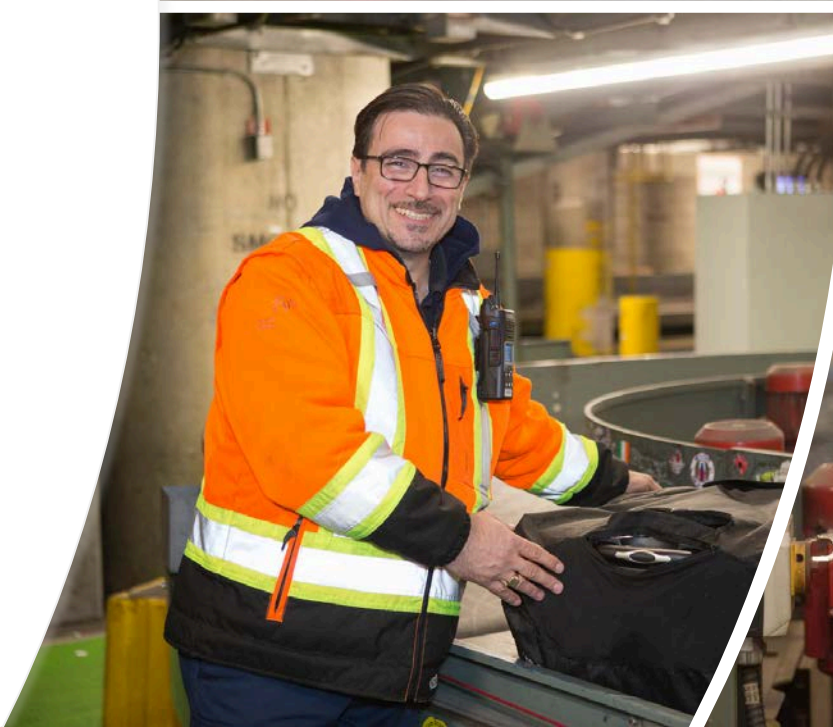
Pearson Works will:

- Create a framework for deeper engagement between Toronto Pearson's workforce, union and employers
- Be a forum to constructively work through persistent airport-wide workforce and labour issues with airport employers
- Address gaps that remain in employment services and career development for the broader airport workforce
- **Pilot initiatives to build, support, and future-proof the airport workforce pipeline**
- Position Toronto Pearson as an employer of choice and place where careers grow

RAIC-ready Talent Pool

- Workers must have an employer to apply for a Restricted Area Identify Card (RAIC); this includes and valid Transport Security Clearance
- Many roles cannot be scheduled and/or fulfil job requirements until they have their RAIC – delays having workers out doing their job,
- This puts all the hiring risk on employers, and encourages inter-airport “poaching”

How could we build a RAIC-ready workforce and talent pipeline?



What could we pilot?

A new recruitment model

GTAA actively works with local employment service agencies and educational institutions to attract a pool of potential recruits

Value proposition: submit your interest in being a pre-approved recruit for airport jobs

A new TC security clearance model

GTAA will sponsor recruits in lieu of a candidate already having a role and the employer sponsoring

Recruits must meet a minimum criteria to move to sponsored stage, such as: 18+, willing/able to work shifts, language proficiency, etc

A new definition of what it could mean to be "RAIC-Ready"

Have TC clearance

Have essential training (Airport Security and Safety Awareness, Code of Business Conduct & Ethics, DEI, Union Literacy)

Potential to expand training (Customer Service, Comms Skills, Digital Skills, Soft Skills, AVOP)

A new model how get a job at Pearson

Ideal for frontline/ entry level jobs

Candidates would be RAIC ready before they could apply to any jobs

Pool of candidates with clearance and training are available for hire to airport employers via the Pearson Works job portal

Candidate Profile + Journey

At least 18 years of age and legally able to work in Canada;	High school diploma, GED or equivalent work experience
Canadian Language Benchmark (5+)	Availability to work in shifts (airport is 24/7 operation, possible overnight shifts)
Able to lift heavy objects weighing up to 70 pounds (32 kilograms)	Willing and able to work outside in all weather conditions
A valid Ontario driver's license (or in process to get one)	Can hold and retain a Transport Canada Security Clearance

Candidate Journey

Step 1: Recruitment/eligibility assessment – lead by Employment Agency partner

Step 2: First cohort of recruits – group appointment to submit Transport Canada Clearance

Step 3: 3-week Airport Employment Ready Training – conducted by Employment Agency partner; may include some onsite training/job shadowing; incentive for those candidates who complete training

Step 4: TC Clearance confirmed; job fair/employment matching for RAIC-ready cohort; those who secure employment switch Signing Authority + Issue purple RAIC

Step 5: Assessment

Step 6: Launch of cohort 2

Other Pilot Parameters

- 75 candidates recruited, divided into 3 cohorts
- Will focus on a specific population segment:
 - 100 per cent newcomers
 - 50 per cent Women
 - 80 per cent Youth (ages 18-29)
 - 50 per cent for local community (defined by postal code)

Hiring target: at least 80% hired into Toronto Pearson (20% get upgraded skills and opportunity to be hired elsewhere)

Exploring scaleup potential of program to create a talent pool of 750 candidates (would expand target population criteria)



Thank you