

EmployESBC Venture Assessment Report

Assessing the Economic Benefits and Impacts Enhancing
the Wellbeing of English-speaking Black Montrealers
and the Greater Montreal Community

EmployESBC

The Community

- The English-speaking Black Community of Greater Montreal (ESBCM)

The Opportunity

- There is a real possibility to place available and qualified talent in the English-speaking Black Community with employers in the Greater Montreal Area who have vacant job positions

The Purpose of the PPCS Venture

- Place talent from the ESBCM in available jobs in Greater Montreal region
 - Engage the ESBCM, civil society organizations working with the ESBCM, employers from PPCS sectors
 - Source and qualify available talent in the ESBCM
 - Source available jobs from employers in the Greater Montreal region
 - Match qualified talent with available jobs provided by participating employers
 - Continuously learn and innovate

Tangible Economic Benefits Produced by the Venture

- Immediate employment of qualified talent from the ESBCM
- Enhanced productivity of participating employers
- Diversification of participating employers' workforces

Meet Our Venture Partners



Commission scolaire
English-Montréal

English Montreal
School Board



BCRC

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Measuring Economic Benefits and Impacts

Enhanced Individual Wellbeing

- 14 English-speaking Black Montrealers have been placed in available jobs in the Greater Montreal Area since the program began
- This represents **\$520,000** in direct economic benefits

Enhanced Community Wellbeing

- The direct economic benefits induced the creation of another **7 jobs**
- This represents **\$330,000** in indirect economic benefits

Overall Economic Benefits & Impacts

- The combined economic value of direct economic benefits and indirect economic impacts is **\$850,000**





EMPLOYERS BENEFITTING FROM EmployESBC PLACEMENTS

- Canadian Imperial Bank of Commerce
- Black Community Resource Centre
- Sobeys
- Association for Canadian Studies
- Prévention CDN-NDG
- Depot Community Food Centre
- English Montreal School Board
- New Frontier School Board
- Sommet socio-économique pour le développement des jeunes des communautés noires.

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Year to Year Results

Fiscal year	New hires	JOBS IMPACT		FINANCIAL IMPACT	
		Total impact	Annual growth	Total Impact	Annual growth
2021	1	3	-	\$82,000	-
2022	3	4	63%	\$221,000	169%
2023	10	14	234%	\$545,000*	146%
TOTAL	14	21		\$848,000	

Direct, indirect & induced jobs

Direct, indirect & induced labour income

*Estimated annual financial impact of jobs filled in the first nine months of FY2023-24

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Assumptions and Limitations

There are limitations to this framework, many of which are due to a lack of data availability. They have resulted in assumptions being made to best calculate the impact of EmployESBC

1. The 2019 Type II Multipliers from Statistics Canada were used, given the agency had not yet published the Type II multipliers for years following 2019 at the time of this measurement.
2. Income of some hires is estimated based on secondary sources and could vary from actual income; collecting data on any changes in the income of hires (raises) is also a limitation.
3. Hires dates are used instead of actual start dates, given challenges collecting the latter.

EmployESBC VENTURE PARTNERS

EmployESBC is
a collaborative
public, private
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