

THE FACES OF ABILITY



EARN PAIRE

EMPLOYMENT
ACCESSIBILITY
RESOURCE NETWORK

PARTENARIAT EN ACCÈS,
INFORMATIONS ET
RESSOURCES D'EMPLOI

Monthly E-Newsletter

January 2016

Introduction:

Welcome to the January Edition of the EARN monthly E-Newsletter!

The purpose of the newsletter is to keep you informed about what EARN and it's members are working on plus what is happening in the province regarding disability and employment.

Your feedback on how we are doing is appreciated and valued. Send comments, suggestions and your success stories to: sforster@unitedwayottawa.ca.

Initiative & Events:



On Tuesday, January 19th Susan attended a Labour Market Ottawa (LMO) special lunch at the Restaurant International, Algonquin College to celebrate LMO achievements and to highlight upcoming activities. Over 100 guests

were in attendance (including several EARN members) to find out more about LMO's service coordination and employment engagement projects.

This event was also the venue chosen to announce a new pilot project: LMO has recently received funding from the Ministry of Training, Colleges and Universities to launch a Local Employment Planning Council (LEPC). There will be several of these councils rolled out across Ontario, with two in the eastern region located in Peterborough and Ottawa. We congratulate Labour Market Ottawa on their many achievements to date!!

To find out more about labour force trends in Ottawa and the top jobs in our community see LMO's latest update: Click Here <http://labourmarketottawa.ca/2015-labour-market-update.php>

To find out more about resources for service providers supporting job seekers go to www.ottawajobpath.ca

And don't forget to check out LMO's employer and service provider events highlighted in our Upcoming Activities section.



Social Capital Partners

On Monday, January 25th, Kelly hosted a meeting at which Social Capital Partners (SCP) presented the “Ontario Community Loan Pilot” to a number of our service provider partners. SCP is launching this new

program together with a number of financial institutions (banks and credit unions) along with the Ministry of Economic Development, Employment and Infrastructure (MEDEI). Ottawa has been chosen as one of three Ontario pilot locations and SCP is reaching out to Employment Service Providers to share details of the program and discuss the potential of participation as a partner.

Participation as a partner in the pilot is the referral of job seeker clients and working directly with the Pilot Recruitment Liaison to fill employment opportunities available through employers participating in the pilot.

With the pilot hoping to start in March or April of 2016, SCP has advertised for a new position here in Ottawa that will be responsible for managing and coordinating the partners for the project: [Click Here](#) and United Way Ottawa will house the position (individual). This is be a great opportunity for EARN as we can tie in to the small and medium sized businesses that this program will attract as well as for our service provider partners as a means to promote their clients as potential employees for these businesses.

As a number of our members were interested in hearing about the program and were not able to attend the January meeting we are pleased to announce the following 2 opportunities to do so:

1. Social Capital Partners will be presenting at our upcoming EARN Joint Meeting on Tuesday February 9th from 9:00-9:45am. They will be presenting via conference call but will provide the power point to us and we will share it with you prior to the call.
2. We will also be hosting a separate conference call that will include other agencies that provide employment supports to immigrants and new Canadians and Aboriginals. You are more than welcome to join this call. It will be on Wednesday February 10th from 10-11am.

If you plan to join the conference call on Wednesday February 10th, please RSVP Kelly at kmertl@unitedwayottwa.ca and she will send you out the call-in information.

Upcoming Activities:

- On Tuesday, February 23rd Labour Market Ottawa is holding two events:
- For employers - Building Your Human Capital: Are You Ready? (8:00 am to 12:00 pm). For Service Providers - Building Connections: Coordinating for Client Success (9:00 am to 4:00 pm). We'll circulate more information as it becomes available from our partner, Labour Market Ottawa.
- Mark your calendar to attend EARN's 4th Annual Conference on Friday, April 8th!

Success Stories:

The success story this month comes from the City of Ottawa. The theme is partnership.



Feeding Ottawa's Future Champions!

Lois Emburg provided this story.

Here is a synopsis:

The City of Ottawa is committed to ensuring its workforce is qualified and reflective of the community it serves. Since 2002 when Council approved the Equity and Diversity Policy, the City has had a plan in place to ensure equitable and inclusive employment policies, programs and practices. One of the diversity groups identified in the City's Equity and Diversity Policy are people with disabilities.

In 2014, the Parks, Recreation and Cultural Services Department needed to procure a new service provider for the

canteen at the Terry Fox Athletic Facility. With the support of the department's General Manager and the Recreation Supervisor of the Terry Fox Athletic Facility, staff engaged a student at Carleton University, to support the provision of canteen services through a social enterprise approach. Our student consulted with others to identify prospective service providers, develop a request for proposal, and, coordinate an evaluation of the proposals received from interested service providers. The outcome was that two service providers – Causeway Work Centre, through its social enterprise Krackers Katering and Innovative Community Support Services (ICSS) – partnered to supply the canteen services.

As a result of the City of Ottawa's effort to fill a need for one of its facilities through promoting a social procurement process, 8 persons living with a disability, and or, facing barriers to employment have gained paid employment. This marks a landmark in the growth of the social enterprise sector – an example which hopefully will be followed in other government/private venues.

We extend many thanks to Lois for sharing this success story with us!

Do you have a success story to share? If you do, please contact Susan and we will happy to profile it in an upcoming newsletter.

Susan's Corner:#



Canada Summer Jobs Program: Even though winter continues to hold its grip on our city, warmer weather will come to embrace us sooner than we think. To that end, why not think about hiring a student with a disability for the summer? EARN's service provider members have a great talent pool to share! The federal government provides funding for the Canada Summer Jobs Program, 'designed to focus on local priorities, while helping both students and their communities.

Here are some key points:

- The application period is from **January 4th to February 26, 2016**;
- Funding goes to not-for-profits, public-sector employers and small businesses with 50 or fewer employees;
- To be eligible students aged 15 – 30 years must be full-time and intending to return to their studies the next year;
- Not –for-profit organizations can receive up to 100% of a wage subsidy at the provincial minimum wage level with public and private sector organizations eligible for up to a 50% wage subsidy;
- Additional funding up to a maximum of \$3000.00 is available to accommodate a student with a disability in the workplace; and
- To find out more: http://www.servicecanada.gc.ca/eng/epb/yi/yep/programs/csj_beforeyoustart.shtml

ENG Job Postings: EARN joined the Employment Networking Group and we receive daily job postings from them. I have been sending these postings out regularly. However, we have received feedback that many of our service provider members already get these posts. . I shall therefore no longer send out these notices as this has overwhelmed many of your inboxes!

In future if you want to receive job postings from ENG just send an email to ENG@ottawa.ca and ask to join their subscription list, it's free.

Welcome New Members:

- Business Leadership Network: Accenture <http://www.accenture.com/ca-en/>
 - Community Partners Network: Partners in Parenting <http://partnersinparenting.ca>
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Upcoming EARN Events:

EARN's 4th Annual Conference will take place this year on Friday April 8, 2016 at Carleton University in the beautiful River Building.

EARN is delighted to announce that Mr. David Onley, former Lieutenant-Governor of Ontario will provide opening remarks for the conference and Mony Dojeiji, host and producer of Ottawa Experts from Rogers TV will be our Master of Ceremonies.

Presentations include a panel of Champion employers who will share their best practices in being "Open to Talent" during a session focused on ABILITY Hiring. Dr Judy Laws from Graybridge Malkam will lead us through an essential session on Bias-Aware Interviewing and Hiring Best Practices to ensure that you are open to the talent of people with disabilities and The Conference Board of Canada will share a section of their Employers Tool Kit which will provide you with practical tools and resources to create individual accommodation plans for new and existing employees.

More about the event: The conference is a half-day event and will provide opportunities for employers, employment service providers and community stakeholders to learn, share knowledge and network. We are anticipating a total attendance of approximately 175 people. We hope to empower participants through sharing knowledge and providing tools that can be brought back to the workplace and put into action immediately.

Stay tuned for exciting news about our keynote speaker and a thought-provoking documentary that will change how you view inclusion in the workplace!

And remember: Share the conference invitation with employer partners in your networks!

Here's the link: <http://bit.ly/1ZSuipG>

Please note: Another conference registration will go out the week of February 1st.

Conference Planning Committee Members:

- Lois Emburg, City of Ottawa
- Carol Ann Cameron, March of Dimes Canada
- Andria Barry, Performance Plus Rehabilitative Care Inc.
- Brian Marshall, Specialisterne Canada
- Ingrid Argyle, Labour Market Ottawa
- Karen Martin, Retire-at-Home Services
- Sydnie Cranford, Delta Ottawa City Centre
- Ruth Wright, Conference Board of Canada
- Amanda Barresi, Neil Squire Society

We are working on our calendar for 2016 – stay tuned! If you have any ideas, please let us know!!

- Friday Apr 8th - SAVE THE DATE: EARN's Annual Conference – 7:30am-1pm
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In the News:

- One of our members, the Conference Board of Canada, recently launched a group on LinkedIn entitled Accessible Workplace Practices. Authored by Ruth Wright, the most recent blog discusses the process to develop an individual accommodation plan. To join this group visit [LinkedIn group](#)
- A SAP Canada employee whose disability is on the autism spectrum gives her own unique perspective as she recounts how she has been able to become successful in her career, the positive attributes that those on the autism spectrum can offer to employers, and tips on how to accommodate people with autism in the workplace: <http://www.hrmonline.ca/hr-news/autism-in-the-workplace-an-insiders-perspective-200725.aspx>

- This article, courtesy of the Ontario Disabilities Employment Network (ODEN), makes a strong business case for hiring persons with disabilities. It is entitled Municipalities, Businesses Encouraged to do the ‘Smart Thing’ and Hire People with Disabilities <http://us2.campaign-archive2.com/?u=d404ae37d73eb59e125333262&id=5041e06d31&e=c21c5cf9d0>
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Upcoming Meetings:

Steering Committee

- Thursday February 4th, from 9:00am – 11:00am

Joint Working Group

- Tuesday February 9th, from 9:00am – 11:00am
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From the Team at



To all of you....

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