



## MONTHLY E-NEWSLETTER

AUGUST-2015

### HIGHLIGHTS:

Welcome to the EARN monthly E-Newsletter!

The purpose of the newsletter is to keep you informed about what EARN and its 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 and suggestions to: [sforster@unitewayottawa.ca](mailto:sforster@unitewayottawa.ca).

### INITIATIVES & EVENTS:



Labour Market Ottawa is looking to conduct **interviews with employers** in order to get more **employer-driven information on workforce trends**. The project will give employers the opportunity to share their insights on changes in the labour market; things like skills shortages, or the impact of technology on their workplace. Several employers from a variety of industry sectors will be interviewed, and the resulting information will be rolled up into a report to be shared with participants and the community. The interviews will take roughly 45 minutes, and include basic questions on hiring trends, changes in the labour market, workplace diversity and how employment services can better work with employers.



**Please contribute by contacting:**

Thomas Swerdfager, LMO Research Lead @ 613-727-4723 X2161 or [swerdft@algonquincollege.com](mailto:swerdft@algonquincollege.com)

### UPCOMING ACTIVITIES:

#### **EARN Career Fair 2015**

- ➔ The countdown is on to EARN's 2<sup>nd</sup> Career Fair in Ottawa at City Hall on October 2<sup>nd</sup>. Our goal is to fill 36 employer booths. As of press release date of this newsletter, we have received confirmation of the following **20** employers: **BMO, Algonquin College, Canadian Security Intelligence Service (CSIS), In-Tac Accounting and Taxation, Performance Plus Rehabilitative Care Inc., Home Depot, TD Bank, Enterprise Holdings, City of Ottawa, Hydro Ottawa, Ontario Public Service, Retire-At-Home Services, RBC, Canada Home and Mortgage Corp., Canada Revenue Agency, United Way Ottawa, HCM Works, National Research Council, Gem Healthcare, and the Bank of Canada.**

- If you are an EARN Employer Partner– please register if you haven’t already
- For all members, please **promote, promote, promote** the event to other employers you know in your network. In the end, the more employers we have participating, the more potential job opportunities that will be available. If you would like an employer focused poster – please let us know at [mdubois@unitedwayottawa.ca](mailto:mdubois@unitedwayottawa.ca)
- **Benefits to participating are:**
  - Addressing HR talent needs: access to a talent pool employers may not have considered before; access to skilled and experienced individuals; access to a broader base of potential future employees
  - Personal growth: opportunity to enhance one’s learning about diversity, inclusion and specifically interacting with people with disabilities
  - Networking: with like-minded organizations; opportunity to share best practices
  - Promotion: showcase one’s organization as embracing diversity and inclusion
- **Registration for jobseekers:** will commence on August 31<sup>st</sup>. Stay tuned for the official poster and registration link for your clients.

## CAREER FAIR “BOOTCAMP” FOR EMPLOYERS AND JOBSEEKERS:

**Employers** who have registered to participate in the career fair will be asked to join a 30min conference call to find out more specific details and logistics about the career fair, and their respective roles. Official registration will be / has been sent this week.

### Dates / Times:

Wed Sept 16<sup>th</sup> at 9:00am, 11:00am, 1:00pm or 2:30pm

Tues Sept 22<sup>nd</sup> at 9:00am, 11:00am, 1:00pm or 2:30pm

**Jobseekers** who have registered to participate in the career fair will be asked to attend a workshop regarding tips and best practices to make the most of the event. The invitation will be sent along with the registration details.

### Date / Time:

Thurs Sept 17<sup>th</sup> from 9:00am – 11am, United Way office, 363 Coventry Rd

## Volunteers for the day:

Anyone interested in volunteering on the day of the career fair, please let us know as soon as possible. We will need assistance at the registration tables, helping to guide both employers and job seekers, assistance in the Councilor's Lounge from 12pm – 3:00pm

If you have any questions about the career fair, please let Susan, Martin or Kelly know.

## SUCCESS STORIES:



### We need success stories from our members!

A success story could be related to a recruitment success (hire or new process), an accommodation, an individual within your organization that would like to share their story, a referral that you made that ended up in a hire, etc.

Please submit your success story to Martin Dubois by

**Monday September 14, 2015** at :

[mdubois@unitedwayottawa.ca](mailto:mdubois@unitedwayottawa.ca)

## SUSAN'S UPDATES:

- We have 108 contacts entered into our Outreach Tracker so far this year and more than 75% of them are employers. Outreach to prospective employer and community partners is continuing over the summer.
- A presentation at the Literacy and Basic Skills/Adaptive Learning Program, Ottawa Carleton District School Board will be taking place on September 8th. The audience will be literacy basic skills instructors of local service providers and school board staff who work with students with disabilities interested in improving their skills to enter the workforce or to continue their education. The EARN presentation will focus on our mission, mandate and vision, and the services that EARN and its partners provide to the community.
- A presentation at Pinecrest Queensway Community Health Centre will take place on September 22<sup>nd</sup>. The audience will be job developer/employer liaison front line staff; they have access to employers and EARN has access to a large talent pool of job seekers with disabilities. We plan to explore how we can partner together to benefit EARN participants and to assist local employers to fill positions with talented job seekers with disabilities.

## WELCOME NEW MEMBERS:

- **More to come in September!**
- Remember the CHOCOLATE CHALLENGE!!

## UPCOMING EVENTS:

- Thursday Sept 17<sup>th</sup> - “Career Fair Bootcamp” Learning and Networking event
- Friday Oct 2<sup>nd</sup> - Career Fair 2015
- Thursday Nov 26<sup>th</sup> – EARN Member Appreciation Night from 7pm - 9pm
- Proposed: Nov 4<sup>th</sup> or 5<sup>th</sup> event for jobseekers - Exploring Entrepreneurship
- Proposed: Nov 24<sup>th</sup> – Mock Interview Session

## IN THE NEWS:

“We are all disabled” - The Canadian Survey on Disability reports that only 14 percent of Canadians have a disabling condition. But the *potential* for disability in the Canadian population is far greater than the survey snapshot, which illustrates a point in time. Two main drivers will change the national story. Read on for more information:

[http://www.caledoninst.org/Publications/Detail/?ID=1075&utm\\_source=mailoutinteractive&utm\\_medium=email&utm\\_campaign=The%20Maytree%20Newsletter%20-%20July%202015](http://www.caledoninst.org/Publications/Detail/?ID=1075&utm_source=mailoutinteractive&utm_medium=email&utm_campaign=The%20Maytree%20Newsletter%20-%20July%202015)

“Seeing Inclusivity as a Business Partnership” - “By partnering with the disability community, it creates a win-win situation for both the business and the consumer, and positions both for tremendous sustainability in an increasingly accessible world.” Read on for more from Mike Ellis, National Director of Sprint Relay:

<http://www.talentmgt.com/articles/print/7461-seeing-inclusivity-as-a-business-partnership>

“We can show you how to open your doors wider to people with disabilities – without lowering the bar on performance” - Canadian Business SenseAbility is a national non-profit organization run by business for business. Its goal: to help companies accelerate success through the talents of persons with disabilities. Visit their website for information, articles and videos on people with various disabilities, notably a recent CBC story on the “The Autism Advantage” and a Ted Talk about the range of abilities amongst those on the autism spectrum: <http://www.senseability.ca/>

## UPCOMING MEETINGS:

### Steering Committee

- Thursday September 3<sup>rd</sup> from 9am-11am

### Joint Working Group

- Tuesday September 15<sup>th</sup> from 9am-11am

## FINAL COMMENTS:

Stay tuned for our next edition, coming your way in September. In the meantime, please let us know of any initiatives or information from your respective organizations that you would like to share...and we will!

## UNITED WAY/EARN CONTACTS:

- **Susan Forster:**      [sforster@unitedwayottawa.ca](mailto:sforster@unitedwayottawa.ca)
- **Martin Dubois:**      [mdubois@unitedwayottawa.ca](mailto:mdubois@unitedwayottawa.ca)
- **Kelly Mertl:**      [kmertl@unitedwayottawa.ca](mailto:kmertl@unitedwayottawa.ca)