



EMPLOYMENT
ACCESSIBILITY
RESOURCE NETWORK

EARN Monthly E-Newsletter

September 2016

Introduction:

Welcome to the September edition of 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. Please send comments, suggestions and your success stories to: sforster@unitedwayottawa.ca.

Initiative & Events:



On Thursday, September 15th Suits His Style held a fundraising event entitled “Suits On, Ties Off” at the Craft Beer Market. Kelly, Neil, Susan and Mary Tersigni-Paltinieri from Dress for Success attended along with approximately 30 others. This event was a great opportunity to network, to find out more about what Suits His Style offers, and, of course, to donate ties. SHS is a volunteer led non-profit organization that assists men in need to prepare for job interviews by providing them with professional attire, i.e. a suit and all the accessories to go with it – like ties. SHS also suits men with disabilities. As a part of the event, there were heart-warming testimonials from 2 clients who spoke about the dignity with which they were treated during their appointments at SHS. Thanks so much to Suits His Style for inviting EARN! To find out more go to www.suitshisstyle.ca.



On Wednesday, September 21st the Ottawa Chapter of HRPA (Human Resources Professionals Association) held a kick-off networking event for HR professionals and employers to launch new programming for the year. Ingrid Argyle from Ottawa Employment Hub invited EARN, and Susan attended to represent the network. Ingrid and Susan handed out a flyer to promote both an October 25th Ottawa Employment Hub event and EARN's December 6th Expo. We handed out flyers to as many participants as we could. Susan had the chance as well to meet new employers. EARN extends a big thank to Ingrid for inviting us to the HRPA kick-off, a wonderful example of EARN partners working proactively together. We also want to thank Ingrid for her generous support and sponsorship for EARN's upcoming Expo!



On Thursday, September 29th one of our partners, Herzing College, held a Business Community and Alumni night to recognize their employer partners with Certificates of Appreciation, which were presented by the Deputy Mayor and the College's Campus President. Guests also heard testimonials from graduates. Susan attended to represent EARN. This offered us another opportunity to meet new employers and to promote EARN's upcoming Expo. Congratulations, Herzing College, on a successful evening of celebration!

Upcoming EARN and Community Activities:

- ➡ The EARN Expo: *Open to Talent: Strengthening Your Workforce by Hiring People with Disabilities* will take place at Ottawa City Hall on **Tuesday, December 6th** from 8:30 am to 12:00 noon. This event will be an opportunity to attract new businesses/employers to EARN and to promote the business case for employing persons with disabilities. We shall highlight EARN as a one stop solution for meeting employer talent needs, speak to service provider expertise, have an EARN employer testimonial, conduct interactive activities on accommodation and recruitment, do a pop quiz on the business case and dispelling myths and misconceptions, and discuss how EARN can help employers with the AODA and the Employment Standard. Employers will have the opportunity to visit service provider booths during and after the event. We have a link for employers to register: <http://earnottawa.eventbrite.ca>. **We encourage you to circulate it broadly within your networks and employer contacts.** Please mark your calendars for December 6th!

- Ottawa Employment Hub is holding a labour market event on Tuesday, October 25th called “Running Your Ottawa Business in a Changing World of Work”. To find out more go to <http://ottawaemploymenthub.ca/>.

Success Stories: LiveWorkPlay and Phil’s Story – High Expectations!



This story is about how a person once labeled as ‘unemployable’ due to a lack of understanding about his disability now lives in a home of his own with a job that he loves. When Phil and his family first came to LiveWorkPlay they had high expectations for an effective approach to tapping in to Phil's potential. The team at LiveWorkPlay addressed the barriers in Phil's life by providing the person-centred supports he needed to live successfully in his own apartment. They were also able to help him find employment that he loves; he now works at East India Pub and Eatery. Thanks to an ongoing network of paid and unpaid supports including many new friendships, Phil has a great quality of life. United Way Ottawa has just released a video and accompanying story about Phil that features interviews with his mother and stepfather. *Submitted by Keenan Wellar*

Great work LiveWorkPlay! To see the video and read the full story visit: <http://liveworkplay.ca/blog/2016/09/24/phils-story-high-expectations/>

If you have a success story about an individual, a best practice or a policy in your organization that demonstrates inclusion and accessibility, please share it with us. We want to showcase your employment success stories with members of the network.

Welcome New Members!

- EARN Leadership Group – Employer: Biotalent Canada, www.biotalent.ca
 - EARN Leadership Group – Stakeholder: Ministry of Economic Development and Growth – Accessibility Directorate of Ontario, www.ontario.ca/page/accessibility-laws
 - EARN Partner – Employer: Ottawa Venues, www.ottawavenues.com
 - EARN Partner – Employer: Sander Geophysics Ltd., www.sgl.com
 - EARN Partner – Employer: Starbucks Coffee Canada, www.starbucks.ca
 - EARN Partner – Stakeholder: Learning Disabilities Association of Ottawa-Carleton, www.ldaottawa.com
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Susan's Corner:



The AODA EARN Project

EARN is very proud to announce that we are commencing a new project to promote the Accessibility for Ontarians with Disabilities Act (AODA). This project is being funded by the Ontario Ministry for Economic Development and Growth, formerly the Ministry for Economic Development, Employment and Infrastructure (MEDEI). We are pleased to announce that the Ministry has joined the EARN Leadership Group as a Stakeholder.

Details about the project:

- The catchment area will be Ottawa and the surrounding counties of Lanark, Prescott/Russell and Renfrew. United Way Ottawa is in the process of completing an amalgamation with these 3 counties which will result in the AODA project having the capacity to cover not only Ottawa but also to reach out to businesses located in rural communities outside the capital region;
- Funding is for 1 year; and
- There are 4 Partnership Coordinator positions being advertised on the United Way website (2 FTE & 2 PTE), competitions are open until October 11th. Each covers a specific geographic area. For more information: <https://www.unitedwayottawa.ca/about-us/careers/>. **Job seekers should apply through the online process.** If a service provider who is a member of EARN has clients who apply, please send their names only to Susan at sforster@unitedwayottawa.ca.

Deliverables:

- Collaborate with business associations, networks and sector tables to educate small and medium enterprise within the United Way Ottawa amalgamated regions;
- Increased implementation of the requirements of the AODA; and
- The creation of a regional model of communications - a guide that demonstrates what works best in each community/region that can be replicated elsewhere in the province.

A key benefit for EARN will be the opportunity to grow the EARN network. Each partnership coordinator will be informing businesses about the AODA, the support that EARN offers to help employers to meet AODA requirements and the benefits of joining the network.

In the next and future editions of this newsletter, we will add an *AODA Update Section* to keep you well informed on the project, accessibility issues at the provincial level and tips for your organization.

Upcoming EARN Events:

We are working on more events for our 2016 – 2017 calendars – stay tuned! If you have any ideas, please let us know!!

In the News:

- **EARN announces its own LinkedIn page. You can access it for news and events at <https://www.linkedin.com/company/earn-employment-accessibility-resource-network-ottawa>.**
- Here are some great resources from the UK government about the “Dos and don'ts on designing for accessibility”. There are six posters covering various disabilities (autism, blindness, low vision, deaf or hard of hearing, mobility and dyslexia. <https://accessibility.blog.gov.uk/2016/09/02/dos-and-donts-on-designing-for-accessibility/>

Following are two fabulously funny videos. Both are from the U.K.

- First: how not to conduct a job interview: <https://www.youtube.com/watch?v=BOVPlqegTKM>
- Second: advocacy group Scope's campaign to “End the Awkward”: <https://www.youtube.com/watch?v=e0WXmH8E014> After the video ends, cancel the ad that comes up and you can keep watching to go behind the scenes and see how the video was made.

Upcoming Meetings:

Steering Committee

Thursday, October 6th, 2016, 9:00 to 11:00 am

EARN Leadership Group

- Tuesday, October 11th, 9:00 to 11:00 am



Autumn comes to our Capital.

**From the Team at EARN
To all of you....**

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