



EARN Monthly E-Newsletter

September – October 2017

Introduction:

Welcome to the September – October 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 Monday September 18th Glenda Paul, from the Ministry of Community Safety and Correctional Services (MCSCS), partnered with EARN to host an Information Session about job opportunities within the Ministry. We had 13 job seekers attend from various service provider partners who were able to see a presentation and ask questions. Many of the job seekers did not have familiarity with these roles or how to apply to the Provincial government, so it proved to be a valuable and informative session. The Ministry is currently looking for 200 correctional officers, in addition to wanting to fill a variety of other roles in Ottawa and throughout the Province. Thank you to everyone who attended to learn more about the Ministry and the exciting opportunities that are available.

On October 19th, members of the EARN's Steering Committee celebrated the passing of the "Chair Baton" from Mark Dumalski to Marieke van Nappen. We would like to thank Mark for his many years of dedication and service as the EARN Steering Committee Chair. Mark guided us through EARN's continual evolution, in particular the creation of our governance structure and strategic planning. Mark's commitment to the EARN initiative as well as his keen analytic thinking are greatly appreciated. Thank you Mark!

EARN looks forward to its future under Marieke's stewardship as well as Mark's continued participation on the Steering Committee.



This photo just missed Wayne Pagani, Ingrid Argyle and Brent Moore

Upcoming EARN and Community Activities

- Thanks to a generous donation from our highly engaged partner Accenture, EARN is hosting an evening of learning and networking for employers and job seekers. Employers will discuss the barriers to creating an accessible and diverse workplace as well as how to overcome them. Job seekers will learn about how to promote themselves in an interview as well as key communication tactics that will help them be successful in any situation. More details can be found by following the Eventbrite links below.

[Employer Invitation](#)

[Job Seeker Invitation](#)



- November 29th: EARN is proud to be sponsoring the Career Award at the Celebration of People Awards.

Here is what the awards are about:



Celebration of People is an annual awards program and dinner event held each year to recognize the achievements and contributions of individuals, businesses and organizations promoting accessibility, inclusion and full community participation by citizens with disabilities. This year the awards dinner will be held on November 29th at the Hampton Inn. The first event in Ottawa was held in 2001.

To find out more: <https://celebrationofpeople.com/>

- On December 1st we will be celebrating the launch of our Trillium Funding. Nathalie Des Rosiers, MPP for Ottawa-Vanier, and other community leaders will be on hand to mark the occasion. Invitations to the event have been sent via email.

[Trillium Event Registration](#)

Success Stories



LiveWorkPlay Connects Employers to People with Intellectual Disabilities

LiveWorkPlay was recently featured in an Ottawa Business Journal [article](#) highlighting the story of Tara Pahwa who has been working at Innovation, Science and Economic Development Canada since the summer of 2016. The article also talks about the value that service providers, such as LiveWorkPlay, bring to creating a diverse and accessible workplace environment when hiring people with disabilities.

“In addition to pairing employers with qualified candidates, LiveWorkPlay assists with all aspects of the job. When they match an individual to a position, they offer them on-the-job support, as well as sensitivity training and training for coworkers and managers so that everything runs smoothly. They also stay in touch with both parties so they can re-engage if anything comes up in future, including changes to the position or the resolution of any issues.”

Match Made! - Monthly Job Match Teleconference

Starting in September we re-instated the Monthly Job Match Teleconference as a pilot until December. At that time we will gather feedback and make a decision on them going forward. These 30-minute monthly calls allow employers and service providers to have an open conversation through sharing job postings and identifying great candidates who are job ready and potential matches for the employers. This is a wonderful addition to the email process we currently use to share job postings as people can get more information on the spot and achieve clarity when needed. It is also an example of how connections within the network can be used in a meaningful way to achieve results.

Through two months of calls we have had multiple job postings and resumes shared, with a successful job match already having been made. For more information, or to participate in the call contact Lynn Raby, Event and Job Match Coordinator.



Shannon's Corner



Susan's on vacation, so it's Shannon here taking over the pen this month! For those of you I haven't met yet, I am the Manager of Business Development for EARN which was a role put in place as part of the recent Trillium funding. Before joining EARN I spent 18+ years at a large financial institution, followed by a short contract with the Resource Development Team of United Way Ottawa. I look forward to connecting with members of the Network over the coming year as we deliver events throughout our geographical footprint.

What type of events you might ask? Our calendar isn't fully built out yet, but I think that you will appreciate our offerings and we look forward to engaging you in the process of planning, promoting and delivering these events. Our events will have a few main goals:

GROWTH - EARN is at almost 100 members and is poised to continue growing at a great pace in both Ottawa and Renfrew and Lanark counties. The AODA project has set us up for great success here and, through expansion in these areas, we will broaden our ability to increase employment opportunities for people with disabilities. Additionally, by continuing to understand the differences and similarities in rural and urban markets we can create a more impactful model that can be used to expand our vision elsewhere.

EDUCATION – We want employers to be empowered and confident in their ability to create diverse and accessible workplaces. This means breaking down physical, emotional, and knowledge barriers, which sometimes can involve opening minds to a new way of thinking. Our aim is to engage employers in a meaningful way so that they can be ready to access the under-leveraged talent pool of people with disabilities. We also want to help job seekers build their confidence and skillsets when it comes to applying and interviewing for jobs.

NETWORKING – Employers need to speak with their peers and service providers to learn about best practices and the challenges that are faced in other environments. They also need a chance to meet and talk to job seekers whom they may not otherwise have the opportunity to connect with. As relationships are an important part of finding a job and/or building a career, job seekers will also be given the opportunity to make important connections and learn about jobs they hadn't heard of before. They will also be able to enhance their communication skills as well as practice any new ones they have gained from the learning sessions.

The strength of our network comes from participation and the daily championing that happens in the community. Through our first year of Trillium funding, and as we plan these events, we look forward to your participation and engagement in reaching a broader audience in the community.



A few other team announcements:

Introducing Lynn Raby!

Lynn joins EARN as our Event and Job Match Coordinator and brings a wealth of event management and member service experience. Many of you will likely interact with Lynn on a regular basis. In addition to her outreach for the events she is planning as well as job postings that come to the network, Lynn also hosts our monthly Job Match Teleconference.



Susan moves from the AODA Project back to EARN!

Susan Forster is coming back to the EARN team as the Officer of Research and Evaluation. She will help the Network better understand the environment to optimize our offerings and increase employment opportunities for people with disabilities. She will also continue as the main point of contact for the monthly newsletter.

Did You Know?



Did you know that there is a provincial website to help you understand and implement the standards you need to follow as well as to inform you on reporting deadlines for complying with accessibility requirements?

<https://www.ontario.ca/page/accessibility-laws>

Welcome New Members!

➔ National Gallery, Employer Champion <https://www.gallery.ca>

➔ Tubman Marketing, Employer Champion <https://tubman.ca>

AODA Update



The AODA Project is now complete and the final report as well as the regional model have been shared with the Accessibility Directorate. Thank you to the team who delivered this project in Ottawa and in Renfrew and Lanark Counties with great success!

The AODA Project was successful in meeting, and in many cases surpassing, its objectives. For example, one goal was to outreach to, educate and inform a total of 3000 small and medium sized businesses on the AODA and compliance requirements. By the Project's conclusion, 3734 had been reached. Similarly, targets for knowledge increases were set. Over the course of the project, the goal was to see an 80% increase in knowledge post-engagement on 2 out of 4 measures. Post-engagement surveys revealed that these objectives were not only met but also exceeded. For example, 91.25% of survey respondents reported an increase in their knowledge of the AODA standards and compliance requirements.

With regards to EARN specifically, we were able to use this project to reinforce the benefits of hiring people with disabilities, creating accessible workplaces and supporting employers in accessing a still largely untapped talent pool. Equally important, because the United Ways in Ottawa and in Renfrew and Lanark Counties were involved and had strong established relationships with both business and community agencies, we were able to expand the reach of EARN and the benefits of the network which resulted in a larger membership in Ottawa and a footprint in Lanark and Renfrew Counties.

In future editions of our newsletter, we will continue to keep you informed about accessibility issues and reporting requirements relating to the AODA.

In the News:

- TVO is now carrying the ***Employable Me*** six-part documentary series which features job-seekers determined to show that having a physical disability or neurological condition shouldn't make them unemployable. <https://tvo.org/programs/employable-me>
 - CBC has a story highlighting the value of hiring people with disabilities and the difference their skills and abilities are making in the workplace. Specialisterne's work in this area is highlighted in addition to a conversation about how this untapped talent pool will play a role in future growth. <http://www.cbc.ca/news/canada/autism-hiring-1.4329174>
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Upcoming Meetings:

EARN Steering Committee

- Friday December 1st 9:00am-10:30am

EARN Leadership Group

- Tuesday December 12th 9:00am-10:30am

Job Match Teleconference

- Tuesday December 12th 10:30am-11:00am

From the Team at



To all of you....

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Happy Autumn Everyone!