

# 2020 EARN Conference

## Opening Doors to Inclusion: Engaging Your Future Workforce Now

@EARN\_Ottawa

#EARNConf2020

Thursday November 19, 2020



United Way  
East Ontario

# **Shannon Bruce**

Director, Employment Initiatives

United Way East Ontario



Conference materials can be found here:

<https://earn-paire.ca/employers/tools-and-resources/2020-conf-resources/>

For technical assistance, use the chat box or reach out to Neil McKinney via email,  
[nmckinney@unitedwayeo.ca](mailto:nmckinney@unitedwayeo.ca)

**Let's Trend Today!**



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# Michael Allen

President and CEO

United Way East Ontario



# What is EARN?

- A network of employers, stakeholders and service providers
- Over 100 formal active partners
- Provide employers with the knowledge, resources and supports they need to increase employment opportunities for people with disabilities
- Partners have helped over 5000 people with disabilities find employment since 2012

# Agenda

- RBC Sponsor Address
- Report Overview - Improving Employment Outcomes for Graduates with Disabilities
- Learnings from the David C. Onley Initiative
- My Story: Julia Moran
- Panel
- Calls to Action and Next Steps
- Thank you and Close

# **Natasha Lemay-Reaume**

Regional Vice President, Ottawa West & Valley

RBC Royal Bank



# Improving Employment Outcomes for Post-Secondary Graduates with Disabilities

Summary Report





# Understanding the Issue

- Many people with disabilities find it difficult to enter the workforce after graduation
- Those who do often struggle to secure jobs that match their skills
- Today, one in four Canadians with severe disabilities are living in poverty

What does this mean to you as employers?

# Barriers to Employment

- Lack of early diagnosis, interventions, and accommodations
- Lack of early work experience
- Access to education
- Attitudinal barriers
- Lack of inclusive recruitment practices
- Inaccessible workplaces





## Early Years

- Early diagnosis
- Training and resources for schools and educators



## **Inclusive post-secondary strategies**

- Ensure admission policies and procedures are inclusive and facilitate equal access opportunities
- Diversity and inclusion mandates to ensure that students of all identities represented in all programming and supports – including work integrated learning



## **Increasing opportunities for early work experience**

- Volunteering
- Summer work
- Part-time year-round employment
- Paid internships
- Mentorship or co-op experiences directly linked to their area of study



## **Promoting inclusive and flexible working environments**

- Employers need to embrace inclusive employment practices that support flexible and accommodating work environments
- A model of workplace diversity and fair and equitable hiring practices is also key.

# Fostering Partnerships





# Our Commitment

- Develop Employer Education Resources
- Conduct research
- Continue to convene the community
- Leverage our networks to coordinate feedback to advocate and inform



# Getting in Synch: The DCOI Collective Impact Strategy

Tara Connolly M.A. RP

Assistant Director, READ Initiative, Carleton University



**Carleton**  
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**READ Initiative**  
Research Education Accessibility & Design  
CARLETON UNIVERSITY



# Finding sync in findings and recommendations

- DCOI
- EARN
- NEADS
- Many other reports



# DCOI Collective Impact Strategy

- Implementation of the Employment Pathways Facilitator (EPF) to support employability
- Engagement of employers and entrepreneurs with students along the lines of the diverse Pathways to Employment throughout the postsecondary journey.
- Collaboration with community organizations and stakeholders to increase knowledge and capacity to support employment of postsecondary students
- Active efforts by postsecondary institutions to promote awareness of disabilities and accessibility related to employment



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# An identified gap in service

**D**e  
**Accessibility Office**



**E**d  
**Career Services Office**

**Student**

Lived experience of disability

Looking to get a paid job while in school



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# Employment Pathways Facilitator Functions

1. Leverage the employment pathways
2. Gain work-related experience
3. Build self-awareness
4. Build self-advocacy skills
5. Build soft skills that support employability
6. Build career management skills
7. Opportunity to have crucial conversations related to disability and employment
8. Assessment of relevant needs and strengths
9. A central advisory function to support campus community on issues/topics of disability and employment

# Leveraging the Pathways

## Pathways to Employment

Post-secondary students



- Volunteer
- Part-time
- Summer
- Coop
- Internship/Apprenticeship
- Full-time New Grad
- Entrepreneurship



Employers



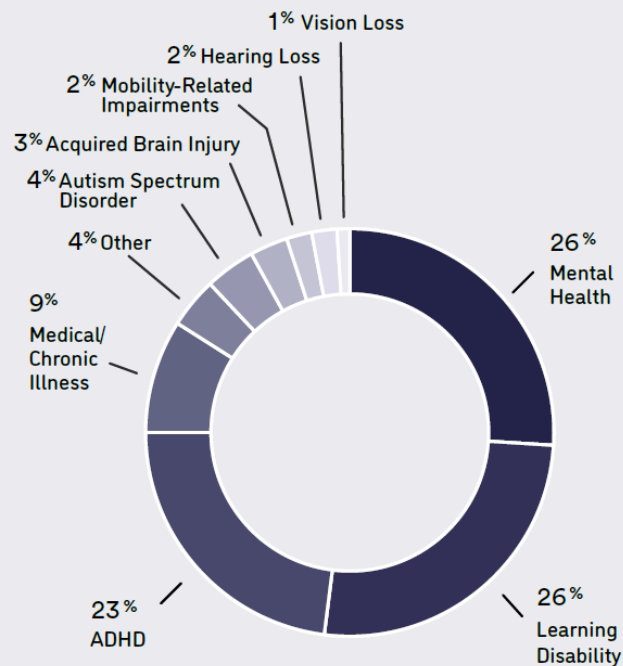
# A focus on Accessibility

- First design settings, policies, and practices (including recruitment) with inclusive accessibility in mind, not an individual disability. Then always work with all employees as individuals.
- Investment in Accessibility is the long-game, make that your goal to draw on that talent pool

WHY?

# Non-visible

Most students with disabilities in Ottawa's post-secondary schools have disabilities employers cannot see.



- 10,000 from 4 Ottawa PSI's
- 7500 identified with Mental Health, Learning Disability, ADHD as primary
- These are non-visible



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# A word about disclosure

- Disclosure is complex
- Processes are important but so is the environment
  - Strive to build a setting that is inclusive and accessible to mitigate the need to disclose,
  - foster an environment that sees accessibility as that norm and useful for all,
  - address stigma and have robust practices that positively support disclosure and translate into meaningful accommodations

# Some steps Ottawa Employers can take

- Engage with the Pathways post-secondary students use to build employability
- Continue to build awareness and skills in building accessible environments and practices
- Make sure there is lived-experience informing your growth
- Share what is working well for you with peers
- Continue to help the local community get in synch and make collective impact on the employment outcomes

# Contact and Resources

**For additional resources and to learn more visit:**

<https://Carleton.ca/read>

<https://onleyinitiative.ca>

<https://ableto.ca>

## **Follow Us on Social**

<https://twitter.com/CarletonREAD>

<https://twitter.com/AbleToOttawa>

<https://www.linkedin.com/company/david-c-onley-initiative/>

## **Contact Us:**

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Tara Connolly M.A., RP, Assistant Director, Research and Development  
Research Education Accessibility Design (READ) Initiative, Carleton University



**READ Initiative**

Research Education Accessibility & Design

CARLETON UNIVERSITY

# My Story

## Julia Moran

CODA Media Consulting



# Next Steps

- Working with you and the community to review the next steps and recommendations from the report
- We will be planning smaller networking events to engage you and other community members in discussions and action planning
- We will lift these findings to all 3 levels of government



# Call to Action

- Leverage local networks like EARN to learn from community partners and other employers
- Get involved Look inside your own workplace practices
- Be pro-active and seek feedback from persons with disabilities both inside and outside your workplace
- Attend events and invite a friend

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# Contacts and Resources



**Resources associated with today's event can be found here**

<https://earn-paire.ca/employers/tools-and-resources/2020-conf-resources/>

**Additional resources can be found here**

<https://earn-paire.ca>

<https://www.annakarinatabunar.com/podcast>

<https://ableto.ca>

<https://www.unitedwayeo.ca/local-issues/employment/>

**For more information about the report or joining EARN please contact**

[sbruce@unitedwayeo.ca](mailto:sbruce@unitedwayeo.ca)

Shannon Bruce, Director of Employment Initiatives, United Way East Ontario