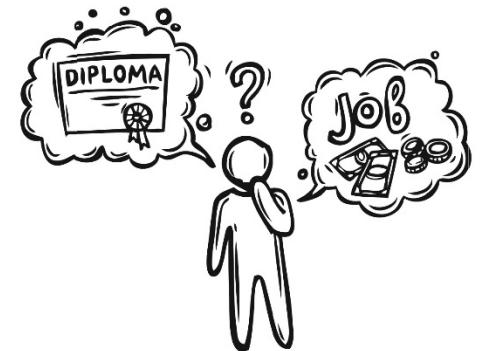
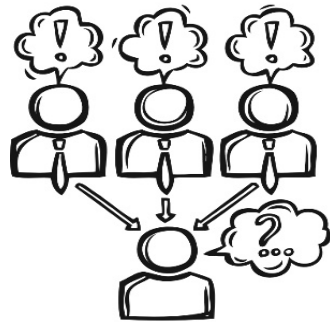


Leveraging Specialized Employment Supports

2018 Aspect Conference Workshop

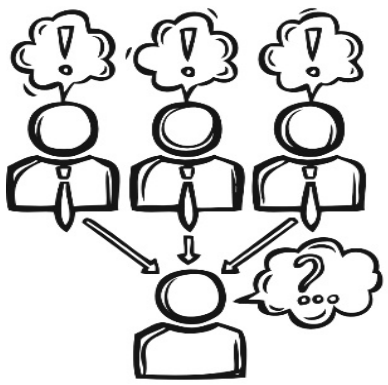
Jenna Christianson-Barker, MBA
Faculty, Department of Disability and Community Studies
@ Douglas College





Leveraging Specialized Employment Programs to Support Your Caseload

- **Leveraging:** using “borrowed capital” to increase capacity and outcomes.
 - Employer Demand Initiatives
 - Ready, Willing & Able
 - BC Win
 - Employer to Employer Network
 - Employment Support Specialty Program



Employer Demand Initiatives

- Employer Demand Models start with the employer's needs
- One point person or team works to support employer in:
 - Training
 - Creating accessible processes
 - Identifying positions with potential
 - Coordinate recruitment and support with local employment agencies.



Ready, Willing & Able – Phase 1 Overview & Results

- 3 YR Federal Pilot Project run by CACL and CASDA
- Delivered in 20 Communities across Canada (LM & PG)
- Engaged 7,900 Canadian Businesses
- Actively Supported 2,700 Businesses
- Supported 2100 Employment Outcomes

READY **WILLING** **& ABLE**

BUILDING AN INCLUSIVE LABOUR FORCE





Ready, Willing & Able – Phase 1 Learning

- Phase One Findings:
 - Mainstream Labour Market positions can successfully be filled by individuals with disabilities.
 - There is a need for specialized support for those outside of CLBC funding criteria.
 - More demand than candidates.
 - Variation in program offerings and quality of supports.



Ready, Willing & Able – Phase 2 & Resources to Leverage

- Phase 2 (or 1.5) – in 4 Communities across Canada (LM)
- Phase 2 funding request in Federal Budget 2019
- Resources to Leverage:
 - National Employers & Current Demand Opportunities
 - RWA Works Video Series
 - Business Case Resources
 - Future: Funding for Building Blocks & Individualized Supports



BC Win Initiative – Phase 1 Overview & Results

- 3 YR Provincial Pilot Project (focused in LM)
- Primarily supports large employer partners and unions
- Specialized HR expertise
- Education Series for Employers and Practitioners
- 79 Employment Outcomes





BC Win Initiative – Phase 1 Learning

- Learnings from the BC Win Initiative were similar to RWA – there is a demand for Employer Demand Models!
- More Demand than applicants.
- Continued need for Employer training and specialized support.



BC Win Initiative – Phase 2 & Resources to Leverage

- Phase 2 – BC Win is continuing their consulting services as a fee for service model as well as seeking additional funding for future reiterations of the program.
- **Resources to Leverage:**
 - Current Demand Opportunities
 - Education & Workshop Opportunities



Employer Demand Initiatives Discussion

Questions about Employer Demand Models?

Any experiences with a Demand Model Initiative that you'd like to share?



Employer to Employer Initiatives and Their Importance

- Employer to Employer networks facilitate advocacy for and sharing about inclusive hiring from within the business sector.
- Employers speak the same language! No matter how well you explain something, it means more from a business peer, and even more from a sector peer.
- Many employer to employer initiatives out there, both informal and formal networks.



Employer to Employer Initiative: The Presidents Group

- Established 2013, the BC Government supported a Presidents Group – a network of change-driven BC business leaders who are champions for more accessible, inclusive workplaces.
- Primarily large, well known employers who are vocal advocates for inclusive employment.
- Focus on developing resources and education opportunities for business professionals.
- accessibleemployers.ca



**Presidents
Group**

**DOUG
LAS**

DOUGLAS COLLEGE

ASPECT Conference: Leveraging Specialized Programs



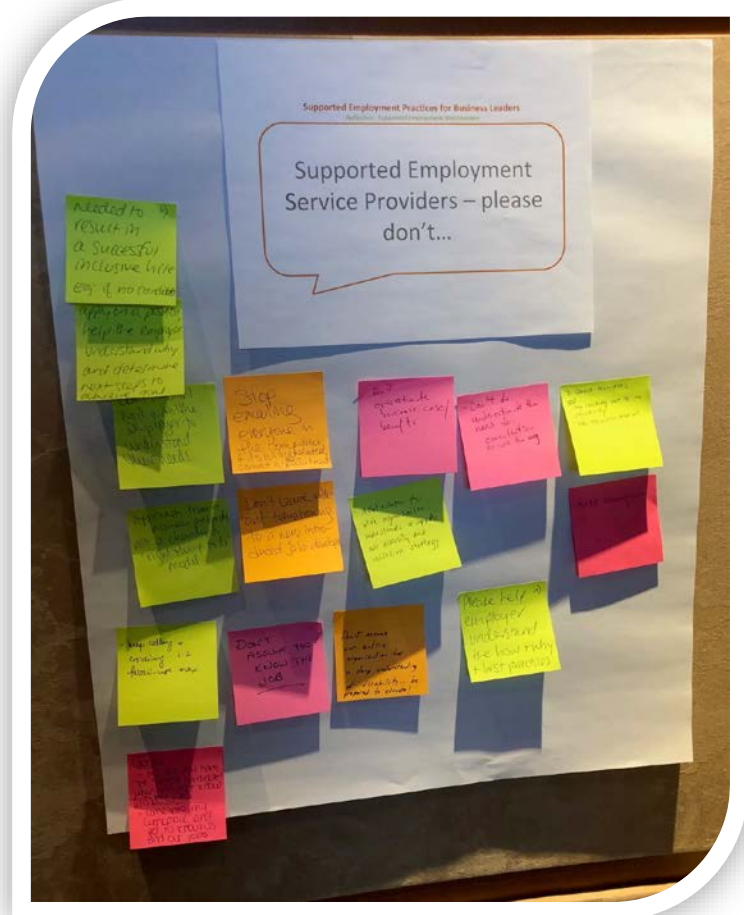
The Presidents Group and their Resources to Leverage

- President's Group **Resources to Leverage:**
 - Employer Tools & Help Sheets
 - Success Stories & Video Series
 - Community of Accessible Employers Newsletter
 - Education and Training Events
 - Referrals: Employer Testimonies & Service Providers
 - Listen to their advice...



What employers have to say to Employment Support Agencies

Feedback from PG Employers in ESS Course





Feedback to Leverage: Agencies You're doing a great job...

Being direct and honest.

Providing me (the employer) with resources, tools and suggestions that will help me expand my knowledge on inclusive hiring.

Always available for concerns and questions.

Being present at job fairs and employment events.

Being accessible.



Feedback to Leverage: Agencies You're doing a great job...

Letting us be vulnerable and ask the wrong questions. We don't know what we don't know!

Keep sending me resumes from qualified candidates!

Providing resources for accommodations .



Feedback to Leverage: Agencies, Please do a better job at...

Stop emailing everyone in the company – we have a recruitment department!

Don't overestimate the business case.

Don't assume that everyone in the company is onboard and supports our diversity and inclusion strategy.

Don't assume you know the job!

Don't keep calling and emailing, I will follow up with you.



Feedback to Leverage: Agencies, Please do a better job at...

Don't leave your position without introducing me to your replacement.

Don't make assumptions!

Don't tell me you have the perfect candidate when you've never been to our workplace.

Don't try to force a hire when there is not a qualified applicant.



Feedback for Employers to Leverage: It's Your turn to Give Some Advice

Employers: You could help me do my job better if...

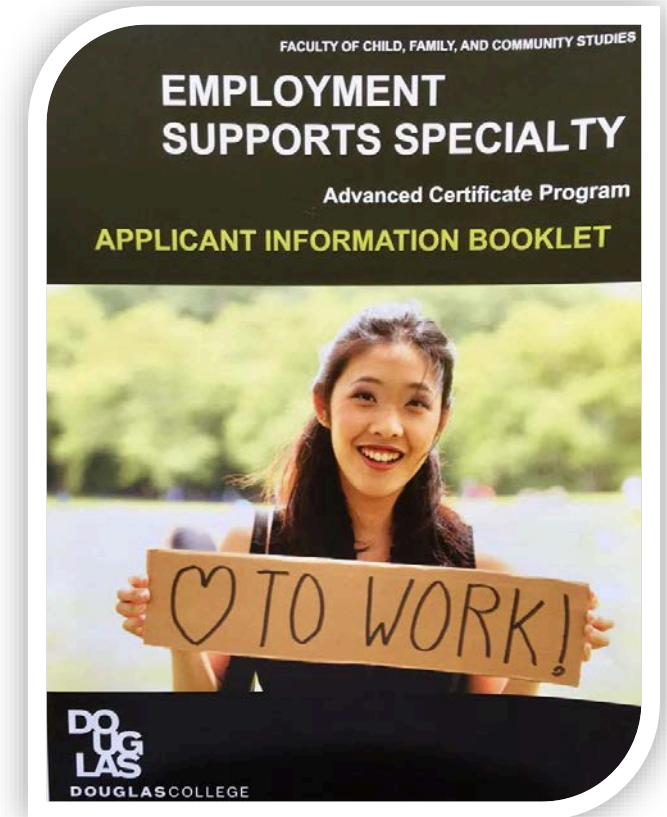
Employers: I wish you wouldn't...

Employers: It would be nice if you understood...



Leveraging Your Experience: Douglas College ESS Program

- First and one of a few programs providing an Advanced Certificate for Employment Support Specialists.
- You can get credit for your experience in the field!
- Online > 15 Credits > 5 Courses
- Community & Academic Partnerships



Leveraging Specialized Employment Supports

Questions or Comments

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