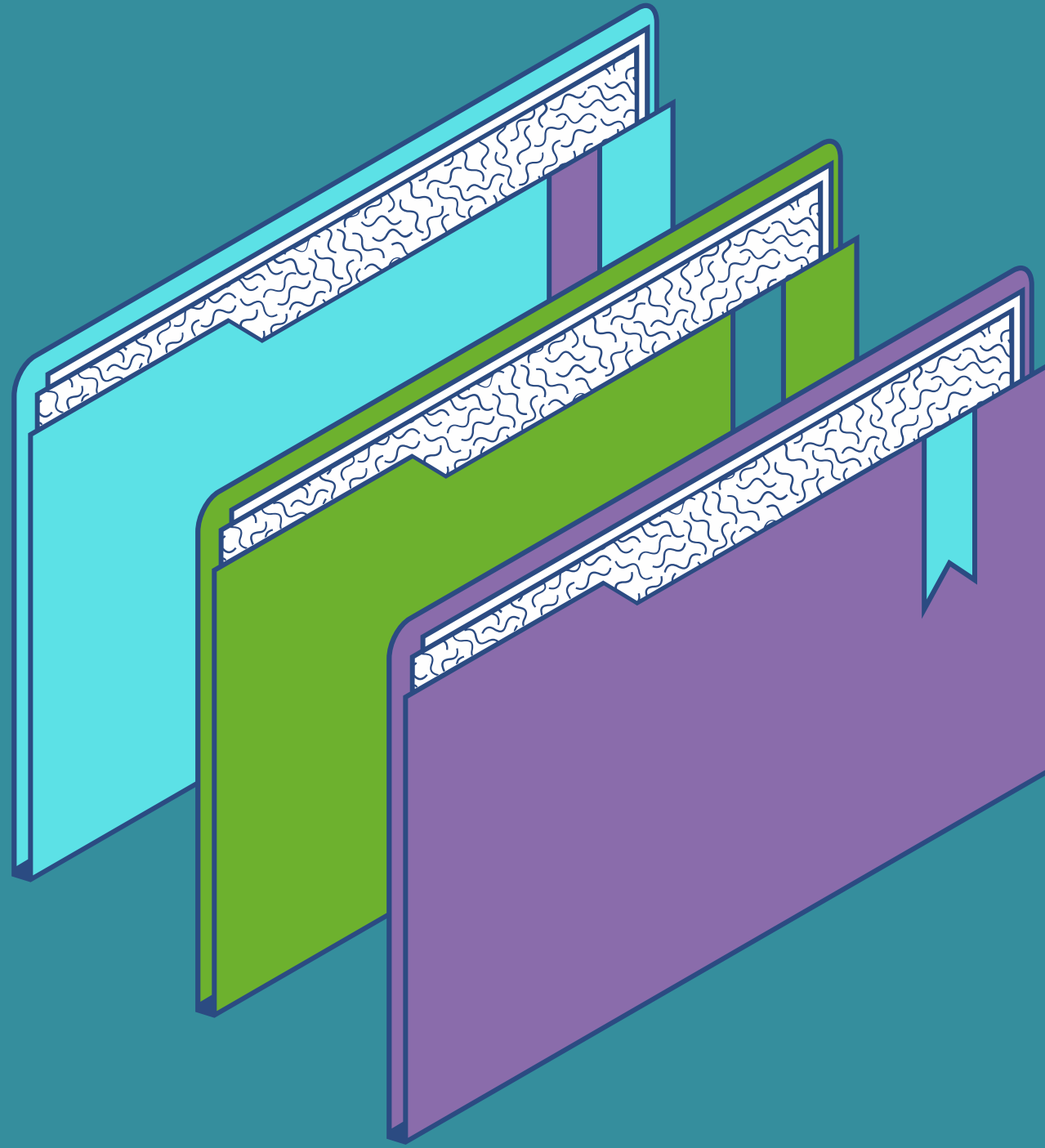




Access to an Untapped Labour Pool



Today's Agenda:

EMPLOYMENT ASSISTANCE SERVICES

- Who We Are
- Our Clientele
- Overview of Intake Process
- How we Support Employers
- Partnerships and Referrals
- Statistics
- Questions

INTRODUCTION

We are a team of 3 Employment Counsellors who assist job seekers and employers in breaking down barriers to employment. We work with an underrepresented demographic which make up a broad talent pool within our local labour market.

Overlooking this cohort of job seekers means employers are missing out on a motivated group of potential employees who boast better safety records, higher attendance, and lower turnover.

We offer an individualized approach to developing and implementing inclusive recruitment and selection strategies.



Crosswinds Employment Services

We are a non-profit agency that offers Employment Services to individuals and businesses in the King's County Area.

Our job-seeker supports are for anyone in the community who self-disclose a *barrier to employment* such as: mental health (this includes undiagnosed anxiety and depression), chronic health issues, mobility, blind or visually impaired, deaf or hard of hearing, learning disabilities and intellectual/developmental disabilities.

Our employer supports are for all large/small businesses and non-profits who have a hiring need, and are looking for support in hiring inclusively.

Businesses, job seekers & community members can profit with inclusion.

WHO ARE OUR CLIENTS?

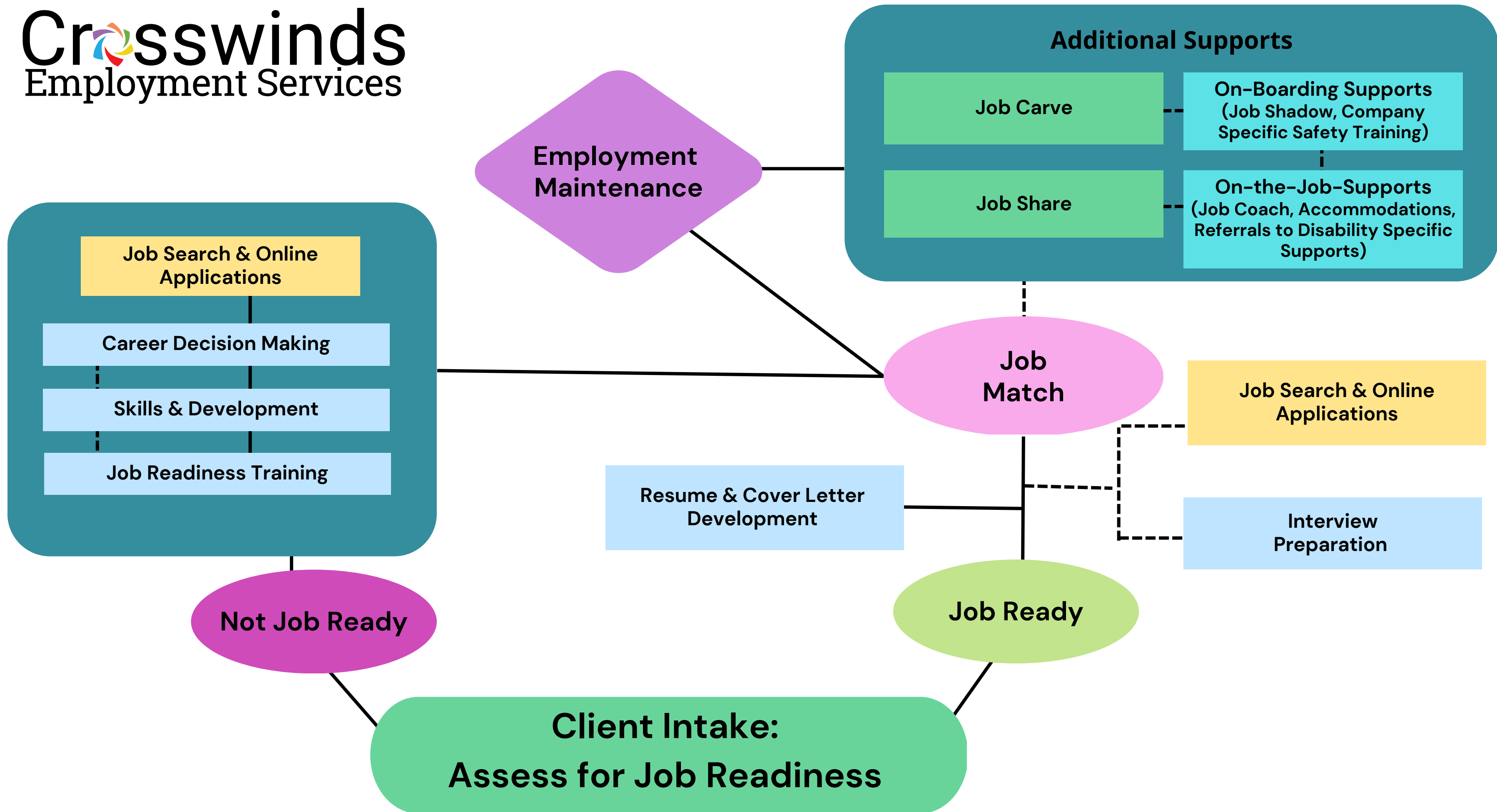
Our clients are individuals with a self-disclosed disability. This means that they do not need to be referred to us by government departments nor do they need a doctor's note to benefit from our services. The jobs seekers we support also have a broad range of education and experience.

The term "disability" is a complex and continually evolving term. It covers a range of different conditions and there is no single, all-encompassing definition. Disability is NOT a static or linear concept. It can be:

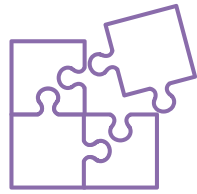
- visible or not visible (is not visible to others)
- mild, moderate, or severe
- permanent, long-term or episodic
- present from birth, caused by an accident or developed over time

We work with our clients to find the right job match and to either break-down or work-around their barriers to employment.





OUR EMPLOYER SUPPORTS



Job Match: is a review of the job requirements in relation to the skills and abilities of the job seekers. Job matching is identifying and reviewing how well an individual's experience, abilities, interests, and personality traits match those required for success on the job.



Job Share: is when more than one employees work together to fulfill a full-time or part-time job so that all job duties are completed. Job sharing targets job seekers with specific skill sets that successfully fulfills the requirements of a job by sharing responsibilities.



Job Carve: is a term for customizing job duties. Job carving is a way of creating a job that fits the job seeker's unique abilities while maximizing a company's productivity; capitalizing on the employees' skills and strengths to match the needs of the employer.



Job Shadow: is the process of the job seeker observing an experienced employee while they work. Job shadowing can be a key part to a company's employee onboarding and training processes.



Job Coach: is a support for both the employee and employer. Job coaches provide one-on-one support tailored to the needs of the employee during/after the training process to help the employee work independently.

How can we help you?

JOB MATCHING

When your company is hiring send us a job description or a "wish list" of qualifications that you are looking for in an employee.

We will review the job requirements in relation to the skills and abilities of the job seekers on our caseloads and try to make a match.

We may have multiple candidates or supplementary options that will meet your needs.

Job Carve

Job Share

EMPLOYMENT MAINTENANCE

Employee Liaison Services: Communicate between employee/employer to maintain positive relations.

Assess for Resources: Network and research additional resources that may be required to retain position.

Job Saves: Retrain, try different accommodations, return/revisit to on-the-job-supports, and on-boarding supports.

On-the-Job-Supports
(Job Coach, Accommodations, Referrals to Disability Specific Supports)

On-Boarding Supports
(Job Shadow, Company Specific Safety Training)

INCLUSIVE INTERVIEW TIP

Consider Unconventional Interviews

- Informational interviews
- Situational Interviews
- Day-on-the-job
- Team test



QUICK TIPS

WORKINGNB REFERRALS

- We can refer you to a Workforce Consultant with WorkingNB for Human Resources Support Services
workingnb.ca/employers/hr
- Some of our clients may be eligible for wage subsidy programs through WorkingNB

How can you help us?

Partnerships & Referrals

Skills & Development

Job Exposures

Partnerships with local employers in which we offer our client an experiential learning opportunity. During a Job Exposure we accompany our client to your place of business to expose them to different job duties. This can help ease anxieties about entering the labour force and can help us see where our client needs improvement. Exposures are short 10 to 15hour experiences, that have no expectation of employment.

Job Readiness Training

Crossroads to Employment

Workplace Social Skills Training program curriculum is designed to teach employability social skills which are necessary for individuals to successfully obtain and maintain employment. The curriculum focuses on 6 weeks (3 days a week) of full day in-class instruction and activities. Participants work through 3 Modules:

- Personal Growth & Strengths
- Communication Skills
- Building Workplace Relationships

RECRUITMENT TIPS

- Advertise through community employment agencies
- Provide different ways to apply other than websites
- Include details about the interview/ workplace location



QUICK TIPS

REFERRAL TIP

- We also work with employed individuals and can work with employees who need support in retaining or maintaining employment

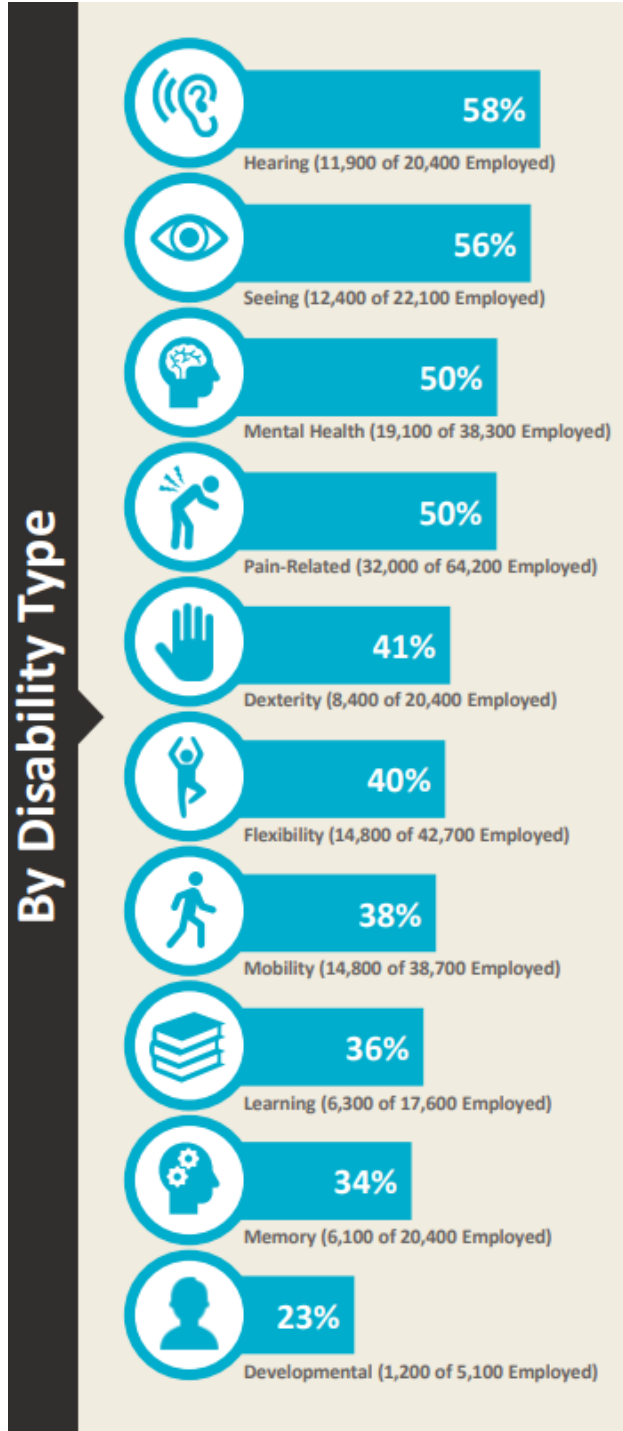
Benefits of Hiring Inclusively

2x

Inclusive workplaces are twice as likely to meet or exceed financial targets (Bourke & Dillon 2018).

645,000

Canadians with disabilities who have the potential to work in an inclusive labour market and are not currently employed



NBjobs.ca

92%
Of consumers favour employers that hire persons with a disability.
<https://discoverability.network>

63%
Of persons with a disability do not require accommodations in their workplace (discoverability.network).

86%
Of employees with a disability have average to above average attendance records

Myths and misconceptions about hiring people with disabilities

- Only a few people with disabilities are in the labour market**
There are **443,900** people with disabilities ready and able to work but who are unable to find employment, and almost half of them have a post-secondary education.
If you are not accessing this talent pool, your competition is!
- Hiring people with disabilities will increase safety incidents and insurance premiums**
Employees with disabilities have a **40%** lower safety incident rate and **78%** lower overall costs associated with accidents.
Safety insurance premiums are based on your safety record and the type and size of your business.
- Most people with disabilities use wheelchairs**
While the wheelchair icon has prompted this belief, they are only used by **6%** of people with disabilities that's about **1%** of the general population.
- It's expensive to accommodate people with disabilities**
According to the 2016 Partnership Council Report on Employment and Disability, the average cost of accommodating people with disabilities is just **\$500** and **60%** of employers spend nothing at all.
- Retaining an employee with a disability will require a long-term financial investment**
Studies show that people with disabilities have lower absenteeism and stay with employers longer than their non-disabled counterparts. The potential costs of accommodation are significantly outweighed by the savings incurred by long-term employees.

Information courtesy of The Discover Ability Network, an online portal and resource that connects Ontario businesses directly to people with disabilities. It includes a six-step guide, acts as a great resource for employers, and provides answers to questions employers may have when hiring and retaining employees with disabilities.

DISCOVER ABILITY NETWORK

Careering / Fall 2018 19

Recruit persons with disabilities - Job Bank
Find out why hiring persons with disabilities can benefit your business....
jobbank.gc.ca/

Julia Mitton

Certified Career Development Practitioner

(506) 432-7506

juliamitton@crosswindssussex.ca

Stacy Geldart

Certified Career Development Practitioner

(506) 432-7503

stacygeldart@crosswindssussex.ca

Tracy-Lynn Eastwood

Employment Counsellor

(506) 432-7502

tleastwood@crosswindssussex.ca

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