

# **JOBS**WORK



## **PROGRESS REPORT SEPTEMBER 2019**

*Providing people with disabilities meaningful opportunities to participate in employment with the same rights, entitlements and opportunities to pursue fulfilling and rewarding work.*

**COMMUNITY LIVING**  
Kincardine and District  
*Inspiring Possibilities*

# JOBSWORK

## Our Vision

People with disabilities will have meaningful opportunities to participate in employment with the same rights, entitlements and opportunities to pursue fulfilling and rewarding work.

## Our Goals

1. To support people with a disability to obtain full-time, part-time or self employment.
2. To increase the employment rate of people with disabilities by engaging employers and raising awareness about the value of hiring people with disabilities.
3. To increase community awareness of the services offered by JobsWork.
4. To work with schools and employers to build partnerships and community capacity to assist youth with disabilities to make the transition from high school to employment.

## Opportunities Fund

The Opportunities Fund for Persons with Disabilities assists persons with disabilities to prepare for, obtain and maintain employment. It supports persons with disabilities in overcoming barriers to participation in the Canadian labour market, and it supports employers to hire persons with disabilities.

This program supports a wide range of programs and services, including job search supports, pre-employability services, wage subsidies, work placements and employer awareness initiatives to encourage employers to hire persons with disabilities.

The Opportunities Fund is delivered across the country by Service Canada Centres, in partnership with organizations in the community.

This project is funded in part by the Government of Canada.



*"When I started working with JobsWork they helped me make my presence known to the community. After over 10 years of medical trauma, they helped me get back into the working world. Now that I have work experience under my belt, I have other companies looking to hire me. This has increased my determination to work more and increased my confidence in myself. The work I have been doing with them has drastically improved my life because I now have a weekly schedule to adhere to. The things I enjoy most about this work is the challenges of the activities. But most of all I think back to the days when I was in the hospital doing nothing. I felt useless, but JobsWork helped me find a reason to get back out there!"*

- Josh

## Assisting with Career Readiness for Job Seekers



### Discovery:

JobsWork staff work with the job seeker to complete a 6 session discovery process to identify skills, abilities and interests. At the end of the process, the individual will have an employment plan.

### Training:

JobsWork staff assist the Job Seeker to receive education related to job readiness including, but not limited to WHIMIS, Workplace Health and Safety Training and Free Employment based Educational Workshops.

### Resume and Cover Letters:

After the discovery process is complete, JobsWork staff will assist the Job Seeker create a current resume and cover letters geared toward the business(es) of their choice.

### Interview Practice:

JobsWork staff will work with the Job Seeker to prepare them for an interview with mock interview questions and first impression preparation.

### Job Coaching:

JobsWork staff will work along side the Job Seeker at their new job until the new employee and employer are satisfied with the job performance. Staff will assist the new Employee in any capacity required for them to perform their duties seamlessly.

### On-going Support:

JobsWork offers on-going support for Employees and Employers for up to 33 months after the start of a new position and then on as an "as-needed" bases.



## Services for Employers

### Matching Skills and Needs:

We work closely with Job Seekers to identify what skills they have and how they may be an asset to a business looking for help. Then, we direct that Job Seeker toward businesses that have identified a need that matches the Job Seeker's skills.

### Customized Training:

Our Job Coaches will go through orientation and learn the job tasks along side the new Employee. Job Coaches will support the new Employee until all parties involved are satisfied that the tasks are being completed in a way that meets everyone's standards.



*I really appreciate all of the back and forth communication from JobsWork, I can call or e-mail anytime I need to reach out and I always get a quick response from the team.*

*JobsWork is really good to check in often to see how things are going. Also, the applicants that come in from JobsWork have been really good, everyone that has applied through the program all still work here!*

*- Heather Murray, People Manager at McDonalds Restaurant*

### What We've Learned:

When we raise expectations, then people will rise to meet them. When we are successful in matching an individuals skills with a businesses needs, everybody benefits.

**Everybody** needs support at work in some capacity. Whether to:

- stay motivated, stay on task,
- stay safe, remain positive,
- learn something new
- or ditch a bad habit.

We all need cues from our Employer and Co-workers to get through our days and to work to the best of our abilities. An individual living with a disability is no different.



### On-Going Support:

Our Job Coaches will return to support the employee learn new skills at any time during their employment, even if they have been working for several months. Job Coaches can be reached any time to assist with: the facilitation of supervision meetings, schedule changes, learning new tasks, communication, specialized equipment training or *anything* else that the employer may need.



*[We saw a] tremendous impact, couldn't have gone through the busy summer season without [Cassandra and Jessica]. They lightened the load off of everyone on the team by doing their part. I didn't have to worry about certain things because it was covered and they always came in. The enthusiasm and energy [Cassandra and Jessica] bring with them to do this job is refreshing.*

*- Jinaa Vokey, Manager at Sutton Park Inn*



**2016** Soft Launch

Caseload:  
**15** Adults  
**8** Employed  
**22** Employer Interviews

Our Team met with members of the Ontario Disability Employment Network to design supports geared to success. In October 2016 JobsWork "Soft Launched" and got the word out internally about our new services and supports.



**2017** Official Launch

Caseload:  
**20** Adults  
**3** Students  
**13** Employed  
**50** Employer Interviews

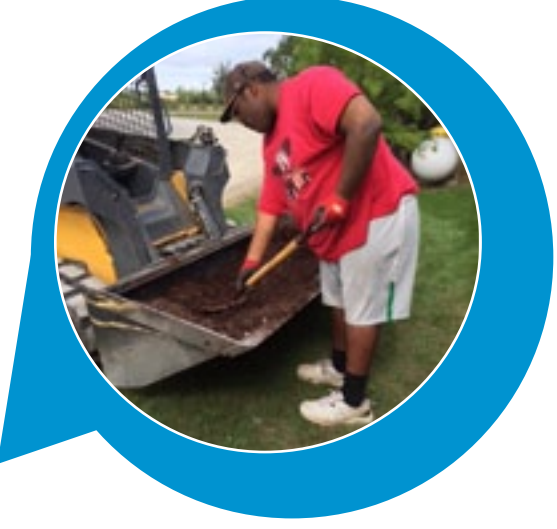
In October 2017, JobsWork held a series of community outreach events to officially launch the JobsWork program. The Jobs Discovery; Experience for Life project, funded by the Employment and Modernization Grant, was launched at KDSS to engage students with developmental disabilities while they are still in high school to introduce them to the world of work.



**2018** Continued Growth & Awareness

Caseload:  
**26** Adults  
**3** Students  
**24** Employed  
**77** Employer Interviews

In October 2018 JobsWork held an Employment Information event for 35 Employers and Families featuring Inclusive Employer guest speaker Bill Graham and guest speakers Rosie Laidler, employee at Gordon Pharmasave and Jackie McDonald, employee at McDonalds Kincardine.



*JobsWork has designed and delivered 16 Employment based educational FREE workshops with participants ranging from 4-10 per session*

*Of the 88 employers that were met with, 28 decided to hire someone supported through JobsWork! Some employers have hired multiple people. The total number of inclusive employers in Kincardine as of August 2019 is 38!*



**2019** Expansion to Schools

Caseload:  
**33** Adults  
**5** Students  
**28** Employed  
**88** Employer Interviews

In October 2019, JobsWork is hosting an Employer Event. Our panel of Inclusive Employers will be answering questions about how they have been able to on-board and retain employees with disabilities in their businesses. All will enjoy a light lunch while networking with local employers and job seekers to find ideal employment matches.

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*"During the summer when Lucy worked at Kincardine Dentistry, she proved to be a true team player. She was a very conscientious employee who was sincere, friendly and committed to ensuring she brought the best each and every day to her job. Lucy's winning smile made everyone want to work with her and her meticulous work proved to be a standard we should all strive for. We thoroughly enjoyed having Lucy work with our dental team this summer."*

*- Gail Walden, Owner of Kincardine Family Dentistry*



*I went through the [JobsWork] program when I was in high school. After my job with Kincardine Dentistry, I went to Conestoga College to study Early Childhood Education. After College, I hope to come back here to Kincardine and work in a daycare.*

*- Lucy*

After volunteering at St. Anthony's elementary school, Lucy discovered her passion for working with children and decided to pursue a career in Early Childhood Education (ECE). That September, Lucy attended Conestoga College to begin her 2 year ECE program.

After her first year of College, Lucy returned to Kincardine for the summer. Upon her return, Lucy reconnected with JobsWork to find summer employment. JobsWork connected Lucy with an employment opportunity at Now Playing. After an interview with the Owner, Lucy was hired on the spot!

She received help from Employment Coaches through JobsWork to learn the job and they stayed connected with her through the entire experience to troubleshoot any issues that arose and to ensure Lucy's Work Experience was a success for both the Employer and the Employee.

Through her experience with the JobsWork Employment Program, Lucy has enhanced her employability in a field that she is passionate about and gained valuable work experience for the years to come.