

Supported Employment Services



Inspiring Possibilities



Inspirant des possibilités



About Employment Services

- Assisting people who have a developmental disability in obtaining work experience through placements and/or employment
- Meeting with individuals for career counseling, to explore their interests, abilities, career goals, support and educational needs
- Matching employers' needs with individuals' needs when seeking potential work sites



2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014

WHAT WE CAN OFFER EMPLOYERS

- Assistance in recruiting employees
- Free training services
- Free on-going as-needed consultation
- Qualified Employment Specialists
- Professionalism, Creativity, Flexibility
- Diverse work force



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Why employers don't hire people with disabilities... *some common myths*

1

People with disabilities can't do the job.

Wrong! Studies show they can do the job. E.I. DuPont (US) conducted a survey of employers who reported performance ratings of average or above average for 90 per cent of workers with disabilities. And a Harris poll of 920 employers, found 88 per cent of workers with disabilities earned performance ratings of good or excellent.

2

People with disabilities can't work as hard as other employees.

The Harris study also showed that 33 per cent of employers say people with disabilities work as hard as other employees; 46 per cent say people with disabilities actually work harder.

3

Hiring workers with disabilities means you have to redesign your facilities and buy special equipment.

In fact, the most common accommodations – changes in job duties and modified hours – are basically free. A 1991 Statscan survey confirmed that only four per cent of workers with disabilities required changes to physical facilities and according to the US-based Job Accommodation Network, two-thirds of aids and modifications cost less than \$500.

4

It's almost impossible to interview people with disabilities because it's so easy to break human rights laws.

Interviewing is easy. The key is to focus on abilities rather than disabilities. Ask the same job-related questions that you ask other applicants. And once you've hired people with disabilities, there's a good chance they'll stay. Pizza Hut Corporation finds that workers with disabilities are five times more likely to stay than people without disabilities.

5

If workers with disabilities can't – or won't – do the job, you can't get rid of them.

Not true! Establish clear performance expectations from the start. If a performance problem does occur, follow your company's usual guidelines: discuss the problem with the worker, look for solutions, document the situation and, if necessary, terminate the employment agreement.

6

Workers with disabilities are more likely than other workers to get sick.

Here again, the DuPont study showed 86 per cent of employees with disabilities have average or above average attendance records and the Harris survey found 39 per cent of workers with disabilities to be more reliable than other workers.

7

Workers with disabilities are more likely than other workers to have accidents.

You may be surprised to learn that the DuPont study showed that employers rate 97 per cent of workers with disabilities as average or above average in terms of safety.

8

Hiring workers with disabilities could cause my Workers' Compensation premiums to increase.

Workers with disabilities have excellent safety records on the job and do not adversely impact an employer's Workers' Compensation premiums. The Workers' Compensation Board cannot increase your premiums on the basis that some of your workers have disabilities.

9

Even though management wants to hire workers with disabilities, our union would never go for it.

OR

10

Even though the union wants to hire workers with disabilities, management would never go for it.

Not true. This may be the assumption, but when management and union representatives get together, more often than not, they are both supportive. If one or the other is not, it is usually due to one or more of the preceding myths.

COMMON QUESTIONS EMPLOYERS ASK

- **Is it safe to have people with disabilities work?** Statistics prove that people with disabilities do not have more accidents than their non-disabled peers.
- **Who will pay the job coach?**
The association will pay for all services provided by Supported Employment Services.
- **Who pays for WSIB?**
MCSS covers WSIB during the training period and once the employee is hired, it becomes the employer's responsibility.



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- **E.I. DUPONT (US) CONDUCTED A SURVEY OF EMPLOYERS WHO REPORTED PERFORMANCE RATINGS OF AVERAGE OR ABOVE AVERAGE FOR 90% OF WORKERS WITH DISABILITIES**
- **E.I. DUPONT STUDY SHOWED 86% OF EMPLOYEES WITH DISABILITIES HAVE AVERAGE OR ABOVE AVERAGE ATTENDANCE RECORDS**
- **DUPONT STUDY SHOWED THAT EMPLOYERS RATE 97% OF WORKERS WITH DISABILITIES AS AVERAGE OR ABOVE AVERAGE IN TERMS OF SAFETY**
- **HARRIS SURVEY FOUND 39% OF WORKERS WITH DISABILITIES TO BE MORE RELIABLE THAN OTHER WORKERS**
- **HARRIS POLL OF 920 EMPLOYERS, FOUND 88 % OF WORKERS WITH DISABILITIES EARNED PERFORMANCE RATINGS OF GOOD OR EXCELLENT**
- **HARRIS STUDY ALSO SHOWED THAT 33 % OF EMPLOYERS SAY PEOPLE WITH DISABILITIES WORK AS HARD AS OTHER EMPLOYEES; 46% SAY PEOPLE WITH DISABILITIES ACTUALLY WORK HARDER**

*How Will Support Employment **Benefit** Employers?*

- Improved staff morale
- Low absenteeism rate
- Low staff turn over
- Dependability, reliability
- Positive corporate image
- Good customer service
- Profitability



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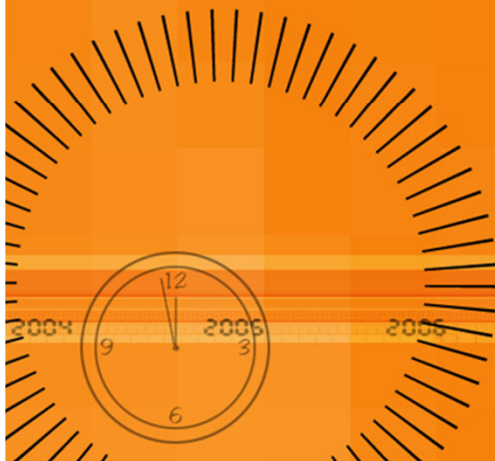
How Will Support Employment **Benefit** Employers?

- **Free** advertising
- **Free** task analysis (step by step job descriptions)
- Consistent product and/or services
- Flexibility
- Available support staff



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LETS TALK EMPLOYMENT



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Employers in the area who use our employment program

- Tim Horton's
- Rio Can
- Hollinger House
- Topper's Pizza
- McDonald's
- Kia of Timmins
- Metro, Timmins
- Ontario Provincial Police
McDonald's at Walmart



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Employers in the area who use our employment program

- Golden Manor
- Paul's No Frills
- Bermuda Tan
- YIG's
- OPG
- Metro, Porcupine Mall
- McIntyre Coffee Shop
- CLTIC
- (USW)



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Participating Employers



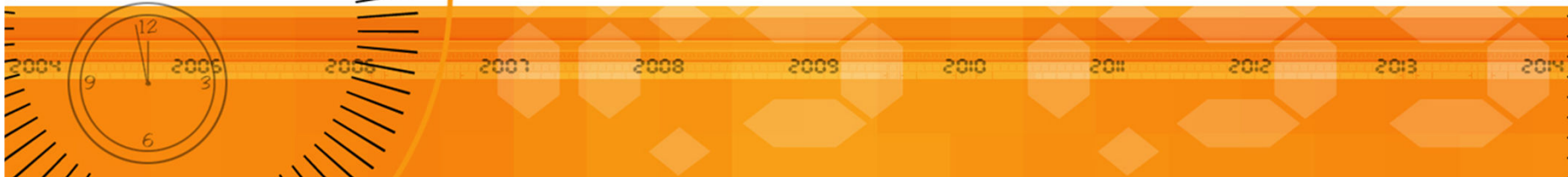
Kia of Timmins



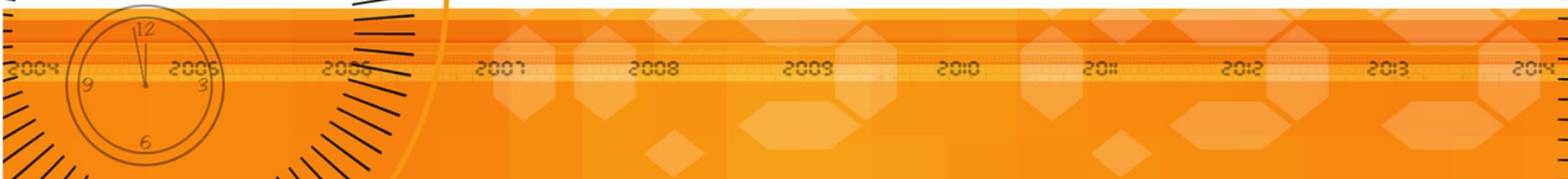
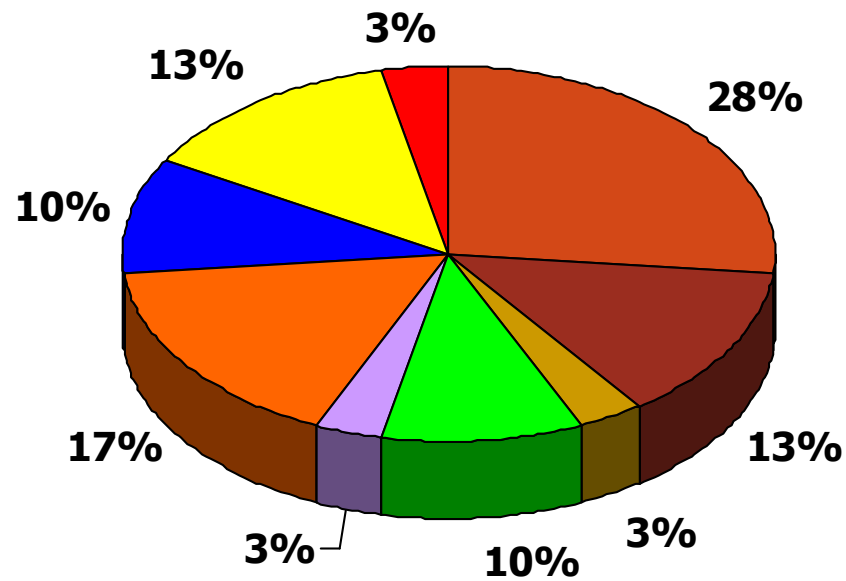
McDonalds



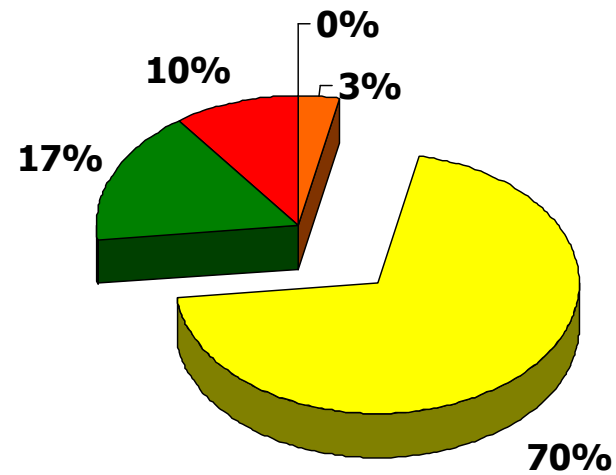
Bermuda tan



Current Employment Opportunities



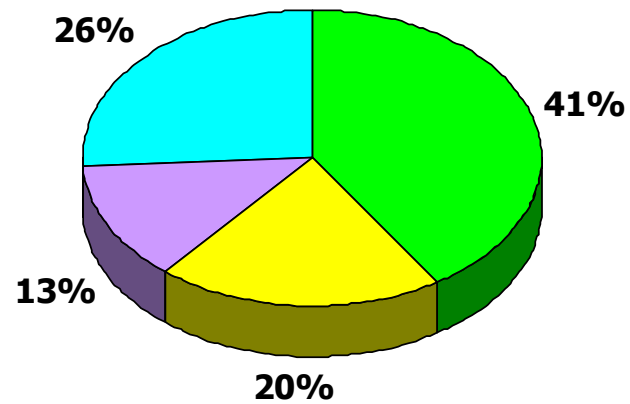
Wage Chart 2012



- Minimum Wage
- More than Minimum Wage
- Flat Fee for Service over m/w
- Fluctuating Rate over m/w
- Volunteer/Placement

2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014

Job Statistics of 2012



- | | |
|------------------------------------|------------------------------------|
| ■ Present Clients who are Employed | ■ Loss of Employment Opportunities |
| ■ Potential Job Opportunities | ■ Clients who are Job Searching |

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Testimonials



- Kevin has been doing an excellent job keeping the USW Hall clean and fresh. Even during meetings, the members comment on how impressed they are by the “new look” of the hall.
- Mike Huard, President

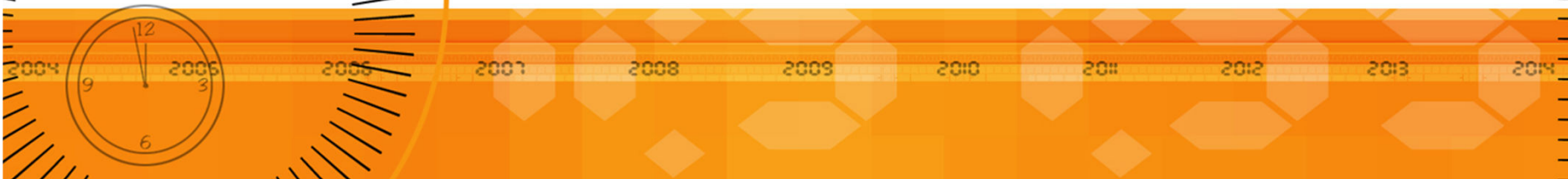


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- “...during the early Spring months Supported Employment Services organizes and supervises a group of clients to scrape and paint all parking lot light standard bases and parking abutments...they did such a good job last year, this is the second year this contract will be awarded to the group...”
- Bill Polowy, Operations Manager
Timmins Square

We are now celebrating 11 years with this contract





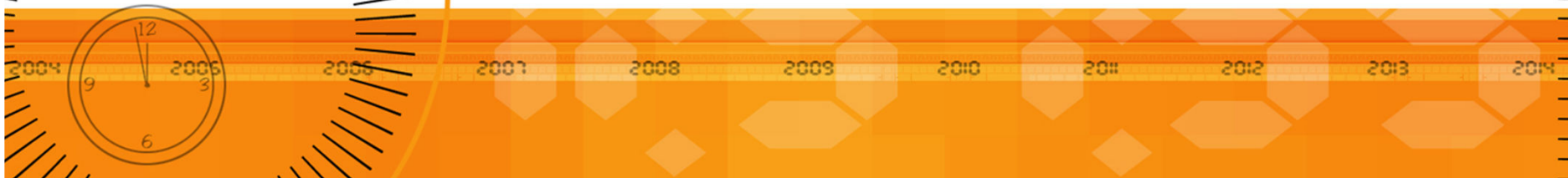
- “...Ashley has been part of our team for over 14 years...” “...Ashley is evidence that individuals with special needs can fulfill vital roles in the service industry. Working with Ashley has been a positive experience in that we had to develop better communication skills to which everyone benefited.”
- Jocelyne Tomchick, Metro South Porcupine



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- “...this individual is reliable, punctual and enthusiastic about his work. He is well liked by all his co-workers...”
- Bonnie Garneau, Owner Hollinger House



- **Kevin Ford honoured by his OPP co-workers** By Len Gillis lgillis@timminstimes.com

Kevin Ford, 39, of Porcupine is a developmentally challenged adult who stands as an example of the success of independent living and integrating challenged adults into the workplace. With the NHL season in full swing, the Ontario Provincial Police detachment at South Porcupine put Ford in the media spotlight this week as one of their favourite workers and NHL experts.

Ford is the vehicle-wash man at the detachment who has worked tirelessly for the past 13 years cleaning OPP vehicles. But in his spare time, Ford has become involved in the special olympics and has pursued his true passion of collecting NHL player cards and photos.

Ford is part of the Supported Employment Services program offered by Community Living Timmins. Ford is also an excellent example of the success of such programs according to Darrell Sarrasin, community Services Coordinator for Community Living.

OPP Constable Marc Depatie agrees.

"Anytime you're having a bad day, look at Kevin. He loves his work. He's always happy to be here. And the guy can talk hockey," Depatie laughed.

He added it wasn't uncommon for Ford and OPP Constable Paul Harrison, another local who knows about the game, to be heard in the OPP hallways discussing some of the finer points of hockey. Harrison, of course, is the same Paul Harrison who was once an NHL goaltender.

Since Thursday was "Kevin Ford Day" at the detachment, Ford took delight in showing off part of his collection of hockey memorabilia. As media members were wide-eyed at the collection, Ford stepped forward with his prized acquisition, an autographed Wayne Gretzky card which he selflessly handed around for everyone to see.

Acknowledging that the collection on display amounted to several hundred items, Ford nodded and said it was only part of his collection.

"How many cards do you have altogether?" he was asked.

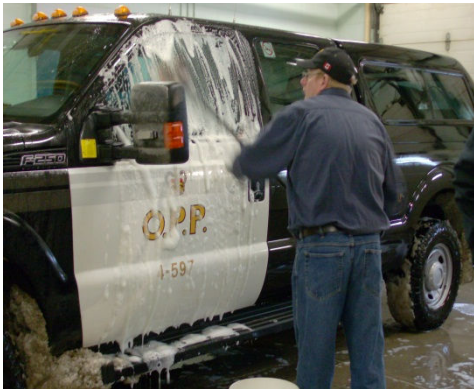
"About 40-thousand," he smiled.

Ford said he collected many of the cards and photos by simply writing and asking.

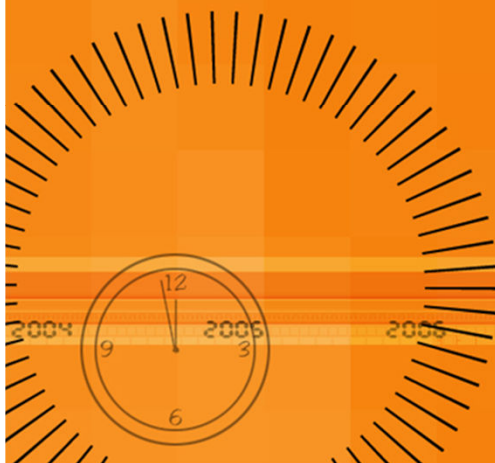
So how does he find all the names and addresses?

"It's all on the Internet," Ford said with a bigger smile.

Depatie said although Ford obviously enjoys his work, it is the OPP that benefits from having such a positive influence in the workplace. He said the OPP public image is enhanced by always having clean vehicles, but added "Kevin's work ethic is really inspirational."



***THIS SOUNDS PERFECT BUT ARE
ALL JOBS FOR THE LONG HAUL?***



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***No not all jobs are there
forever***



Experience has shown that people with intellectual disabilities have lost jobs because:

- Inappropriate social behavior
- Poor work behavior
- Poor match of a job and client
- Skill deficiency
- Transportation problems
- Inadequate support
- End of government subsidy to employer
- Loss social assistance and related benefits
- Business closure or slow down
- Family/Caregiver/Service Provider uncooperativeness



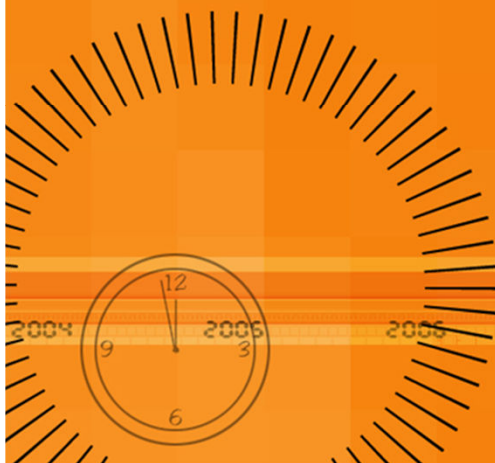
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People with disabilities often are not able to effectively adapt by themselves to changes such as:

- Change in Job Duties
- Change of Supervisors
- Change in Level of Social Involvement
- Finances
- Lack of Family Support
- Other Problems
- Change in Working Conditions
- Change of Co-Workers
- Transportation
- Home Instability
- Health Problems



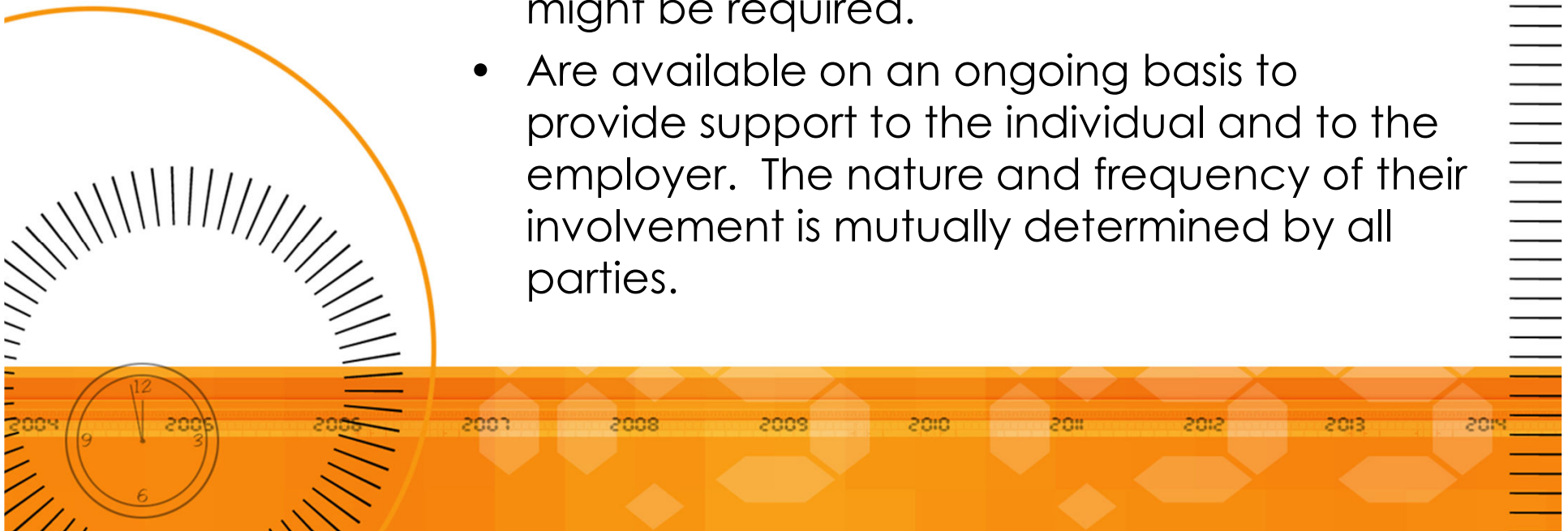
THAT IS WHERE WE COME IN!!!



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Our team of Support Workers:

- Meet with individuals to explore their interests, abilities, career goals, and support needs.
- Meet with potential employers to clearly define the nature of the job requirements and the type of training and support that might be required.
- Are available on an ongoing basis to provide support to the individual and to the employer. The nature and frequency of their involvement is mutually determined by all parties.



Best of All:

- Support services are offered at no cost to the employer. SES provides on-the-job training, as well as monitoring individual's progress through follow-up.



So how come we are successful at “Keeping the Job”?

- **Open communication is key!**
- Staying in Touch
 - Need up to date knowledge of work and home situations
 - Anticipate and prevent work related problems
- Client Contact
 - Maintain regular contact with person supported both at work and personally
- Employer Contact
 - Maintain regular contact with employer
 - Discuss current situation and any changes



***If we have peaked your interest
please contact our team!!***

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- WANDA TONELLI ext 226
- CELIA PAIXAO-HUARD ext 227



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<http://www.communitylivingtimmins.com/our-services/supported-employment-services/>

