



COMMUNITY EMPLOYMENT PROGRAM EMPLOYER HANDBOOK

VERNON AND DISTRICT ASSOCIATION FOR COMMUNITY LIVING

"VDA CL - An important part of our community for over 50 years"

**VENTURE TRAINING
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INTRODUCTION

Community Employment Program is a successful employment initiative designed to assist individuals with developmental disabilities to prepare, obtain, and maintain integrated and competitive paid employment. Our program aims to achieve the fullest possible independence and community participation for all people involved. Community Living BC evaluates individual job seekers and refers them to our Community Employment Program. Individuals are then paired with our Employment Counsellors to develop and explore their skills, interests and plan for a successful career.

VDACL Community Employment Program's Mission Statement

" Providing **innovation** and **inclusivity** to **support** the objectives of job seekers, and local employers."

Businesses will

- Have the opportunity to help make a difference in creating an inclusive community by employing an individual with a visible or invisible intellectual disability
- Receive pre-screened applicants who fit a current job description
- Have necessary assistance provided to fulfill unmet business needs; thus reducing hiring and training costs
- Receive assistance with training, problem-solving, and maintenance to ensure good working relationships with participants.
- Be in long term correspondence and receive support from an Employment Counsellor at no cost to their business

WHAT WE DO

The Venture Training Employment Counsellors seek to meet your business's unique and specific needs to determine if the skills of the job seeker match those needs. We supply tailored support to our placements and partner businesses to ensure success.

On-going support is provided and, all aspects of employment are tailored to the needs and capabilities of each person: job procurement, job matching, and training and support for the employer, co-workers and the job seeker. Employment Counsellors will spend time getting to know your business, your request for a new employee, and how to fill that need best. Trust and authenticity are key to a successful job match.

Employment Counsellors will meet with employers during the job negotiation period. When suitable employment is found, the job seeker will then meet with the employer (independently or with the Employment Counsellor) to further discuss the position and what the job seeker can offer the business. Training and orientation services are available for employees as well as the person with a disability if required. Supports are offered for job maintenance and follow-up to give you the best chance of success.

The Employment Counsellor is available by phone, email or in-person meeting to discuss any employment concerns and future employment goals. Every employment opportunity is unique, and the Employment Counsellor's involvement will vary as appropriate.

Once a year, we complete a Satisfaction Survey – which you may voluntarily participate in. This is just another way to monitor our programs to ensure we are meeting your needs.

RESOURCE INFORMATION LISTINGS

- Supported Employment Information - [Canadian Association for Supported Employment \(CASE\)](#).
- Employment Standards and Work Place Safety - [Work Safe BC](#)
- [Employment Standards Branch](#)
- [Wage Subsidies and Other Training Programs for Employers](#)

Why is hiring people with disabilities good for business?



THE CHALLENGE
Labour shortage

By 2029, BC employers will need to fill an estimated

861,000
job openings

THE OPPORTUNITY
Untapped talent pool

614,630

working-age British Columbians (ages 15 - 64) have a disability.*

THE BENEFITS

2 **Great Employees**
Among employees with disabilities:

72% Staff retention was this much higher.

86% Attendance was average or better.

90% Performance was equal to or better than coworkers without disabilities.

1 **Improved Productivity**
Research shows that diverse + inclusive workplaces are:



more likely to meet or exceed **financial targets**

more likely to be **innovative**

more likely to effectively **anticipate change**

3 **Expanded Consumer Reach**
The spending power of people with disabilities:

\$55
BILLION



*The number of working-age British Columbians who have a disability now includes individuals with mental health related cognitive disabilities and seniors. This is to reflect the 2017 Canadian Survey on Disability (CSD) conducted by Statistics Canada.

Learn how employers are accessing this talent pool
www.accessibleemployers.ca