

# **It's Just A Job-*NOT!* Diversifying Your Workforce**

Building Healthy Communities 2010

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Presented by Kim Lawson of  
Community Living Owen Sound and District

# Presenters:

- **Kim Lawson;** Community Support Worker, Community Living Owen Sound and District specializing in employment development and job coaching
- **Ron Fenwick;** an employee of St. George's Anglican Church
- **John McLaughlin;** Warden of St. George's Anglican Church
- **Lyndy Barfoot;** Manager of Human Resources, City of Owen Sound

# OUR VISION

Community Living Owen Sound and District will be a positive influence in shaping a community where all people have the opportunity to live out their hopes and dreams , regardless of differences in intellectual or other abilities.

# OUR MISSION

Committed to assist people with developmental needs to live , work, and participate in the community as valued partners.

# Our goal is simple:

to help people with developmental needs to  
find employment

# How do we do this ?

- Get to know the individuals' interests , dislikes and skill set
- Develop relationships with the business community
  - Build awareness by dispelling the myths
  - Open doors and create opportunities

# Top 7 Qualities Employers Look For When Hiring

- Reliability and dependability
- Flexibility
- Quality of work
- Trust and loyalty
- Commitment and dedication
- Ability to work independently
- Fit

# Why Don't Employers Hire?

## **Cost**

- Accommodations
- Safety-WSIB
- Higher absenteeism

## **Fear**

- Safety
- Ignorance
- Fear of firing

# The Reality

- Quiz



**Ron Fenwick on the job at  
St. George's Anglican Church,  
Owen Sound**

# Value Added Features

- Lower turnover- saves money
- Better attendance
- Greater attention to tasks- work safer
- Better understanding of customers who have a disability
- Workforce reflects community
- Loyalty to the employer
- Improved employee morale
- Enhanced customer relations

# Future Forecasts

## **Projected labour shortages**

- 1 million workers by 2020
- Will affect standard of living for Canadians

## **Disability on the Rise**

- Currently 15.9% of the population
- 1 in 7 people
- Growing to 1 in 5 by 2020

## **Disposable income on the Rise**

# Thank you!

- To our amazing presenters:  
Ron Fenwick, John McLaughlin and  
Lyndy Barfoot
- Joe Dale; Executive Director of Ontario  
Disability Employment Network for the  
statistics
- Board of Directors of Community Living  
Owen Sound and District
- Bruce Peninsula Association for  
Community Living; Service Provider

# Interested in Working Together?

Contact:

**Kim Lawson**

Community Support Worker

769 4<sup>th</sup> Avenue East

Owen Sound , ON

**519.371.9251 ext 257**

[klawson@comlivos.on.ca](mailto:klawson@comlivos.on.ca)