

Just Differently-able: The Value of Disability Inclusion

Toronto Region Board of Trade

5/12/23



75 Years of Inclusion



COMMUNITY LIVING
Toronto



Member Workshop Series

Tuesday, January 31

Just Differently-able: The Value of Disability Inclusion



Inclusion has been at the core of what we do since 1948

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75
years of
belonging

About the Presenter



Brad Saunders, Chief Executive Officer

Brad brings over 25 years of experience to the developmental services sector and has been Chief Executive Officer for Community Living Toronto since November 2015. Brad currently leads one of the largest organizations of its kind in Ontario supporting individuals living with an intellectual disability.



Community Living Toronto

Community Living Toronto (CLTO) has been a source of support for people with an intellectual disability and their families since 1948.

We offer a wide range of services including respite, person-directed planning, employment supports, supported living, and community-based activities.

Community Living Toronto strives to be a visionary community builder while supporting over 4000 individuals and their families. CLTO offers programs and services in the community and across Toronto at over 80 locations, as well as at Shadow Lake Camp in Stouffville.



CLTO Employment Supports

From school and community
to gainful employment

CLTO provides a holistic approach
to employment supports for people,
including:

- intake assessments
- job development
- employer engagement
- job coaching
- job advancement
- retention supports



Key Learnings

Learn about the value of disability inclusion and how it can impact your organization.

- Why hiring a person with an intellectual disability is good for business.
- Insights on people with intellectual disabilities and how they have a positive impact on corporate culture.
- Empowering people with a disability to connect with employers for more job opportunities.
- How CLTO can help HR teams find the right employee through our government-funded platform.

Valued Roles

Purpose-driven jobs

Like people without a disability, individuals with an intellectual or developmental disability have unique strengths, difficulties, skills and talents.



A job for a person with this disability could mean more independence, new friendships, and a sense of purpose and togetherness.

Disability and Employment

Research shows that at least 80% of adults with a developmental disability can work competitively and many want to, however:

- Only **25%** of adults with a developmental disability are currently employed in Canada, compared to **50%** among people with other disabilities and **75%** among people who do not have a disability.

Disability and Employment

Inclusive workplaces are good for business

- **Retention** ~ inclusive hiring contributes to a stronger, more stable workforce.
- **Untapped talent pool** ~ job seekers willing and able to work.
- **Increased bottom line** ~ twice as likely to meet or exceed financial targets.



Disability and Employment

What we can do:

We can take a **NEW** approach to Employment Supports.



MyJobMatch

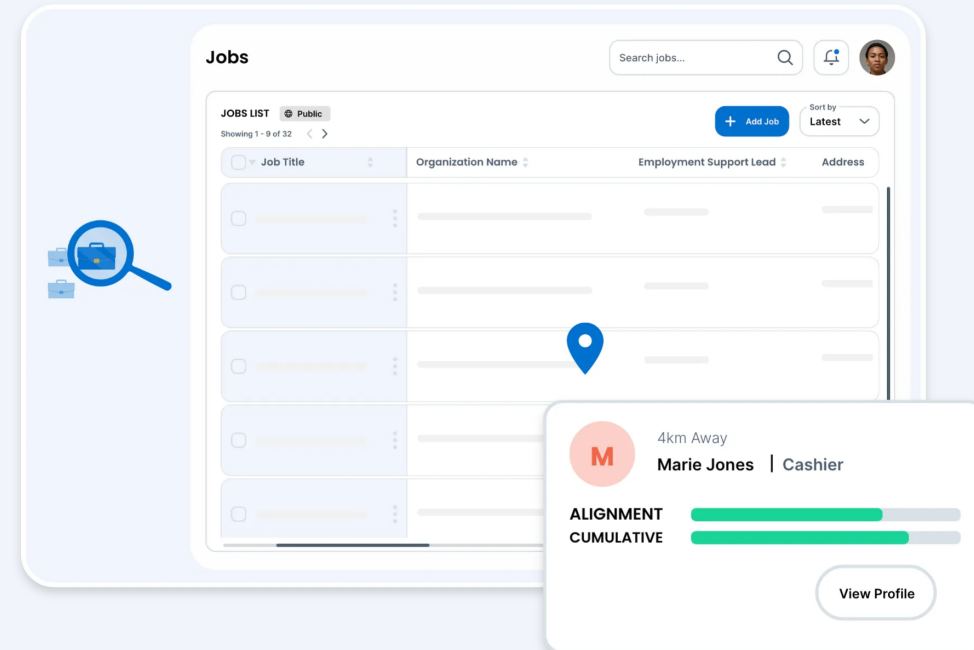
MyJobMatch

Find more jobs Faster with MyJobMatch!

Built to help job developers who support people with intellectual and developmental disabilities, MyJobMatch helps you find, match and secure more job opportunities!

Log In

Tell Me More



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

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What is MyJobMatch?

It's a **new approach** to Employment Supports and a new way to engage with Employers.

This approach encourages businesses to become a supportive employer by **creating 5-hour jobs** that helps to alleviate work and hire someone with an intellectual disability in a more manageable and sustainable way.

This approach asks employers to start by committing to just 5 hours a week, which gives someone the **opportunity to get in the door**, use their skills, and build their reputation from there. It's manageable enough for most employers, and easier for us to find more yeses.

What is MyJobMatch?

Built to help job developers who support people with intellectual and developmental disabilities

The MyJobMatch platform provides a **virtual space where employment innovation can occur.**

Employment Supports Providers do their **work faster, more efficiently and effectively.**

The technology **identifies, matches, and provides administrative support** required to facilitate an individual having a full-time job.

MyJobMatch

Shifting the approach to Employment Supports

Employment Supports Providers can access a **shared agency database of employers and individuals**.

It can **track current employment for individuals**, helping an Employment Support professional build and manage an individual's schedule.

It's a **public job network** that allows Employment Supports Providers to **share job opportunities across agencies**, removing the preexisting boundaries that once limited the opportunities available to an individual.

In The News



Intellectual Disabilities Can Make a Contribution in the Workforce

Providing meaningful work to individuals with intellectual disabilities builds a stronger community and workspace for all.

[Article Link in Description](#)

Dec 3, 2022

The Toronto Star and Health Insight launched the “Disability Empowerment” Campaign featuring Community Living Toronto and MyJobMatch.ca.

Together, we can build a stronger community and workplace for all!

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MyJobMatch



Community Living Toronto and Corbrook meeting with Minister Monte McNaughton, MPP Christine Hogarth and MPP David Smith

Skills Development Fund

“Our government is building a province that leaves no one behind. It is inspiring to see how Community Living Toronto is connecting people with developmental disabilities to the training they need to find purpose-driven jobs close to home.

Through our Skills Development Fund, we will continue to invest in innovative programs that lift people up and spread opportunity to every corner of our province.”

- Monte McNaughton, Ontario's Minister of Labour, Immigration, Training and Skills Development



Sam's Story

Sam Forbes

CLTO Social Enterprise Employee

"I feel like for me, what stands out in my mind is the day that I got hired here.

Because the doctors were the ones that would always tell my parents that *"Oh he's probably never going to work, he's probably never going to get a job, just listing all of these things"* and I literally metaphorically was like ha, ha, you all thought I was never going to be able to work, but I am."



Chris's Story

Chris Ali

Starbucks Coffee Canada District Manager

“People are in search for a sense of belonging and this can be achieved through meaningful contributions in the workplace. It is the responsibility of employers to create inclusive opportunities for all. The benefits of disability inclusion cannot be overlooked.”



Jenny's Story

Jenny Armstrong

CLTO Social Enterprise & Philanthropy Employee

Mary, Jenny's mom, heard about employment opportunities through CLTO and helped her daughter sign up.

In her words:

"I water plants and stock chips, chocolates, and bubbly water in the lunchroom. I also fold clothes for special events."

Jenny was also interviewed by CIBC Mellon and was offered a position as a Mail Room Clerk.



Stephen's Story

Stephen Bulger

Bulger Gallery
MyJobMatch Employer

"Over the years, we have had a hard time finding someone reliable to fulfil our cleaning needs. The candidate we found with *MyJobMatch* enjoys working with us and we are really happy with the job they are providing."



MyJobMatch

Meeting the needs of employers and employees

Employers need innovative ways to meet their employment demands and employees need stability when working with multiple employers.

This platform helps people with intellectual and developmental disabilities **connect** with the right employment resources.

Upon completion, MyJobMatch will have **200** active employers, creating **400** positions for job seekers which provides a win-win solution for both employers and employees.

MyJobMatch

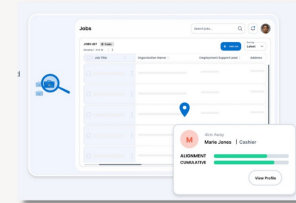
MyJobMatch employment support professionals truly care about aligning organizations with candidates that share the same values.

Your success is their success.

MyJobMatch
MyJobMatch.ca

Find More Jobs Faster

Built to help job developers who support people with intellectual and developmental disabilities, MyJobMatch helps you find, match and secure more job opportunities.



MISSION

We empower job seekers who have an intellectual/developmental disability and employers to come together for successful and supported employment opportunities.

VISION

A thriving society includes people of all abilities being seen, heard, and supported within the workplace.

VALUES

Inclusion & Belonging

- A trusted, caring and inclusive experience for both job seekers and employers.
- Employment opportunities that encourage a sense of belonging for the job seeker.

Effective & Efficient

- Reduces administrative tasks to help employment supports focus on high-value, high-touch tasks.

Empowerment

- Where people of all abilities are seen, heard, supported, and celebrated.
- Job seekers are empowered by choice of employment opportunities.

Seamless Collaboration

- Builds and maintains the connections between agencies, job seekers and employers so that the experience is smooth and successful.

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