



# Inclusion And Employment Awareness

## *Information Session for Educators*



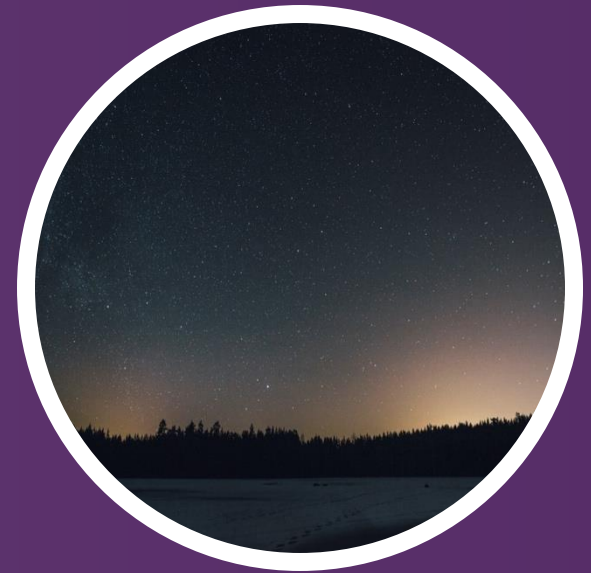
Funded by:

**Ontario**



# Land Acknowledgement

In the spirit of Truth and Reconciliation, the Ontario Disability Employment Network acknowledges that we are gathered today on the customary and traditional lands of First Nations, Inuit and Métis people of Turtle Island.



# Agenda for This Session

- Brief Introduction to ODEN
- Disability In Canada – Statistics
- Why is Employment Important
- Business Demand for Labour – An Opportunity
- ODEN's "Inclusion & Employment Awareness Project"
- What are the next steps
- Question and Answer Period

# Ontario Disability Employment Network

ODEN is a provincial network of Employment Service Providers united to increase the employment opportunities for **people** who have a disability.

Members are from every corner of the province and support people of **all disability types**.

**130+ Members**



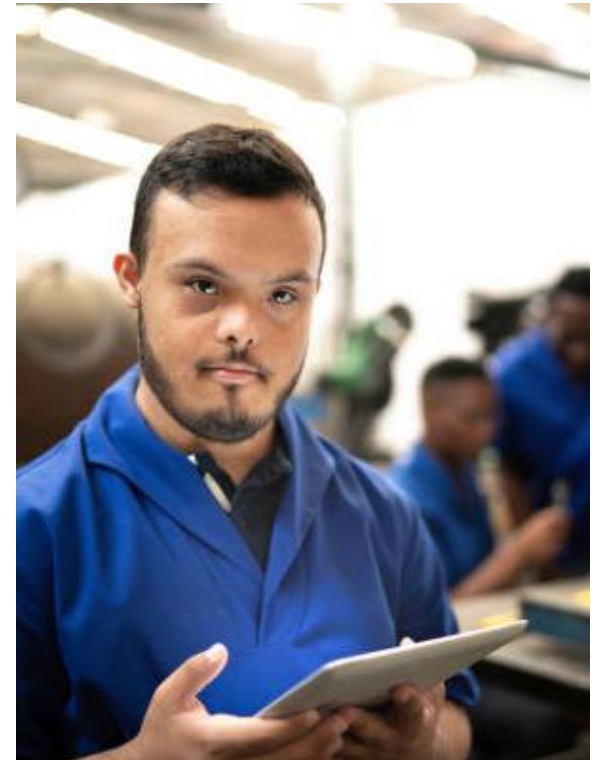
# Employment Service Providers

## **People who have a disability and who want to work**

- Upskilling, pre-employment training, career exploration,
- Job development and job coaching

## **Local employers looking to fill job vacancies**

- Support hiring process = improving retention
- Offer job-coaching services
- Help employers become Disability Inclusion Confident







# Disability Statistics & Facts

# Disability in Canada - Statistics

- 15% of the world's population have a disability

- 27% or 8 million Canadians

  - 24% of working-age Canadians aged 15 to 64

  - 20% of Canadian youth have a disability.

- 28% Ontarians, nearly 4.4 million people

- 1.5 % of Canadians have a developmental disability

**623,408 people in Canada have a developmental disability**



Worldwide, **40%** of people have a person with a disability in their immediate circle of friends and family.

In Canada, the number increases to **53%**.





**Access to open employment is a fundamental human right, as emphasized by the United Nations Convention on the Rights of Persons with Disabilities (CRPD). The CRPD recognizes the right of people who have disabilities, including those with developmental and/or intellectual disabilities, to work on an equal basis with others, with opportunities for freely chosen or accepted employment in an open, inclusive, and accessible labor market.**

**Employment is also recognized as a main determinant of health, contributing to physical and mental well-being by providing financial stability, a sense of purpose, and social inclusion.**





Work to me means that I am already starting to accomplish some of my life goals. I enjoyed being able to make decisions about what I would spend my money on. I enjoyed working where so many other students also have part-time jobs.”



Sarah, Customer Services,  
Sobeys -Ontario

# State of Employment – People with Developmental/Intellectual Disabilities

- **Only** 1 in 4 Canadians (25%) who have a developmental disability are employed
- The employment rate for people without a disability is around 78%
- When employed, people have low wages and work few hours per week
- In 2020, persons with disabilities had median after-tax annual incomes \$7,270 lower than those without disabilities

# Demand for Labour – An Opportunity

- In 2023, 300,000 job vacancies were not filled in Ontario.
- Labour Shortages cost Canadian small businesses over \$38 billion
- Labour shortage of skilled labour (post-secondary) and unskilled labour (high school)

**Promoting the labour participation  
of traditional underrepresent  
groups is a solution!**





# Inclusion and Employment Awareness Project



# About The Team Working on This Project

- Professionals with extensive background and expertise on:
  - Social Work
  - Policy Development
  - Teaching
  - Academic Research and Curriculum Development
  - Special Education and Transitions
- In addition, the team has lived experience as parents to children who have developmental disabilities
- Resources have been reviewed by parents and caregivers, teachers, basic literacy professionals, service providers who work with children and professionals who have provided employment supports.

# Background –Youth Success Strategy

- Early paid work= successful predictor of labour attachment
- Youth are leaving the education system without the same foundation as those who do not have a disability including literacy and numeracy
- Co-Op placement and Work Experiential Learning not as easily accessible
- Foundational work starts at home with high expectations
- Partnerships with employment service providers were key to connecting to employment after leaving school

# Project Objectives

- Provide evidence based transitional practices and processes
- Identify and address barriers faced by students throughout their education journey
- Recommend how to build pathways to employment
- Develop and implement self-directed learning modules for families and educators
- Create materials that help to conduct inclusive and supportive conversations

# Developing Tools And Resource For All

ODEN is currently creating accessible resources in English and French for three stakeholder groups:

A- Parents and Caregivers

B- Students who have developmental disabilities

C- Educators and School Staff

Resources will be available in digital formats and will be launched in **Fall 2024**

[learn.odennetwork.com](https://learn.odennetwork.com)

# Resources for Families and Caregivers

## 1. Family/Caregiver Resource Handbook

- 🌀 Digital and ready for printing, English and French
- 🌀 Supports the development of skills; guide where to turn for support at different stages of the school journey.

## 2. Self-Directed Learning Module

“Raising Expectations: Starting A Pathway to Employment”

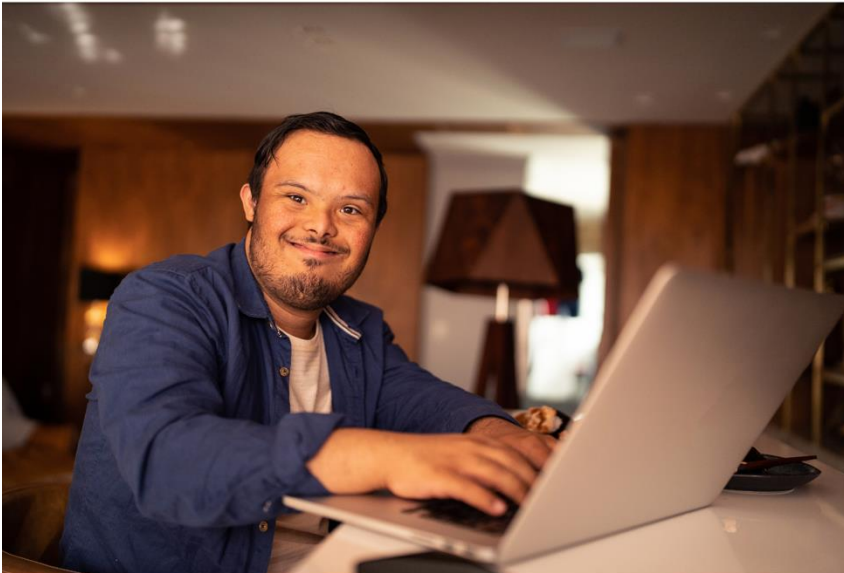




# Resources for Students

Learning Module called “**Employment Discovery**”

A toolkit for students who have a developmental and/or intellectual disability to use along with their families, caregivers, and educators.



## **Employment Discovery**

Designed to engage students in activities that help them discover their interests, how these can lead to the development of employment skills and how to make the connection to employment after leaving the school system.

# Resources for Educators and School Staff

## 1. Self-Paced Learning Modules

- 🌀 Disability Awareness & Confidence Training (DACT)
- 🌀 Employment the GOLD Standard for Inclusion

## 2. Case Studies and Tip Sheet

- 🌀 Practical Strategies to Support Pathways to Employment
- 🌀 Case Studies on Partnerships between School Boards and Employment Service Providers
- 🌀 Tip Sheets for Supportive Conversations

**All resources in English & French**

**All resources are FREE.**



## Next Steps – Access the Resources

Access these resources by visiting our Learning Management System at **learn.odenetwork.com**

Or by using the QR Code below



For more information, please connect with us:

**info@odenetwork.com**



*It is never too early or too late to help  
your child who has a developmental  
disability build employability skills*



ontario-disability-employment-network



Ontario Disability Employment Network



@ODENetwork



@odenetwork

**odenetwork.com**