



## Building DREAMS

Meet Nathan and Ryan, the newest employees at TriBrink Construction. Both of these young men have overcome challenges and proven that having a disability does not hold you back from achieving your goals!

**NATHAN...** When Nathan first came to SES, his main focus was having fun, and his only work interest was on a farm working with cows. As with anyone new to the world of employment, Nathan had some skills to learn and some challenges to overcome. With diligence and commitment, Nathan stayed the course. He has worked on expanding his concept of employment, and he completed a Forklift Training course and received the certification. As far as goals go, Nathan has advocated for a driver's license and to pursue his own truck. After a few attempts at obtaining his Driver's license, he is now proudly driving the streets of Chilliwack in his new pickup truck. He is thrilled to drive himself to and from his two jobs! Nathan is currently working at Gala Dairy farms and most recently on site at TriBrink Construction, where he is learning many new skills and has developed some great new relationships with coworkers!



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# Building Dreams cont...

**RYAN...** This outgoing, friendly young man came in to SES with a strong desire to work, despite not having a clear vision of his employment goals. Over time, Ryan started to see himself as a man with ideas and goals and set out to do just that! Like Nathan, Ryan creatively found ways to overcome his challenges instead of allowing them to be a barrier to reaching his goals. Ryan requested support with obtaining his Drivers Knowledge Test and was accommodated by taking it verbally instead of written. Next step driving lessons! Ryan took 24 hours of in class theory and over 30 hours of driving with Valley Driving School. Ryan will be taking his Road Test within the next few weeks to obtain his "N"! Ryan has found amazing support and mentoring at his job at Chilliwack Sand & Gravel throughout his journey. His next goal is to drive the Front Loader at work. Working hard at his two jobs, currently Ryan is waiting on funding to take the Front Loader course at IHE Heavy Equipment Operator Ltd. Ryan is well on his way to reaching his ultimate goal of being independent and is proud to be following his dreams.



## Eddy's New Wheels

Last October, CSCL staff and friends gathered to see Eddy presented with his custom made new wheels! In 2015 employment related funding was approved by WorkBC, for a functioning new wheel chair. Daniel Westley from Advanced Mobility designed this new chair for Chilliwack's Paralympian, Eddy Solla. Daniel is a former Paralympian himself and was honored to present Eddy with this stunning new chair. Eddy was speechless and in awe of his new wheels because of the great design, color and comfort. Now Eddy will be more independent within the community and now has the means to enhance his work performance!

**READY**

**WILLING**

**& ABLE**

Ready, Willing & Able is working with businesses across BC, helping them diversify their workplaces and tap into a labour market that has historically gone unnoticed. To learn more, visit [readywillingable.ca](http://readywillingable.ca)

One of the primary goals of Ready, Willing and Able (RWA) is to increase the employment rate of people with intellectual disabilities by engaging employers and raising awareness about the value of hiring people with disabilities.

As of the end of RWA's most recent reporting quarter (ending September 30, 2015), the program and employment agency partners have resulted in over 400 new employment opportunities nationally.

This means that over 400 Canadians with an intellectual disability have entered the competitive labour force and are earning a real wage, many for the first time!

# Rotary at Work BC

The goal of Rotary at Work BC is to help people with a disability find meaningful work. That means a **Real Job** with **Real Pay**, commensurate for the position.

**Rotary at Work BC** is a new business to business educational program that takes a fresh look at disability and how this market segment can contribute to the workforce.

It is projected that over 20% of the population in Canada will have a disability by 2020. Couple that with the Conference Board of Canada's prediction that by the same year, there will be a one-million worker shortfall, and it is clear that businesses will need to enhance their understanding of disability to increase market share and meet future labour needs.

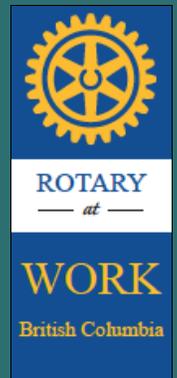
**Rotary at Work BC** has the solution... **Hire People with Disabilities!**

Corporations that do, have documented

- A decrease in turnover
- Increase in Attendance
- Cost savings and higher business profits

Hiring people who have a disability is much more than *doing the right thing*

It's Good for Your Business – Be part of the Solution!



## Why Hire Youth?

**It's good for business!** Youth can benefit your business because they are eager to learn new skills and are enthusiastic hard-workers. Because they have so few preconceived notions about the workplace, young people tend to make good trainees. Employers who hire youth with diversabilities often report that the employee is creative in applying new ways of approaching a problem with knowledge that comes from a different perspective. Encouraging youth to join your team today can help you shape and sustain your workforce for the future. In partnership with you and your organization, we work to create opportunities to ensure that today's youth become vital members of tomorrow's workforce. CSCL Employment Services works with youth

with diversabilities from Chilliwack, Hope, and Agassiz, who are focused on employment and eager to gain real experience. Our vocational counsellors are trained and committed to working directly with local employers to understand your organization's needs and matching you with youth who have the support and the skills that fit your business.

“Working with BRIDGE and being an inclusive employer has benefitted my business, my team, and my customers... And allows my staff to truly represent the community we entertain.”

Cathy Rayner, at Cottonwood 4 Cinemas, Chilliwack BC

Protégée – Jacque Monty  
Chilliwack School of Performing Arts (CSOPA)



Protégée – Eddy Solla  
Star 98.3 The Valley's Light Rock



## MentorAbility

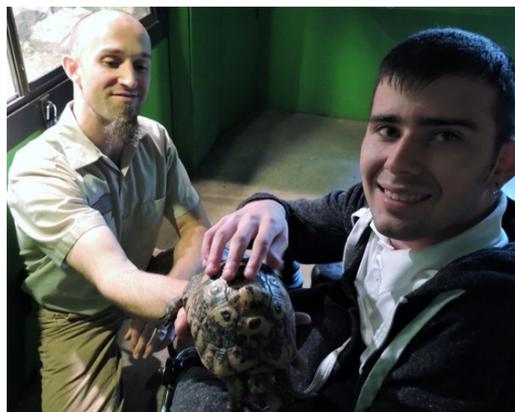
MentorAbility is a nationally supported employment initiative that provides an opportunity for education and awareness to be shared between employers and people with disabilities in communities large and small throughout all Canadian provinces and territories. MentorAbility is a mentoring experience in which job seekers with disabilities (Protégées) are matched with individual mentors (employers or business leaders) – to explore career opportunities and what they need to get ahead in their desired field of interest. CSCL's Supported Employment Services was pleased to have four Job Seekers (Protégées) participate in this year's MentorAbility Project. Featured here are the business leaders (Mentors) that volunteered their time, skills and knowledge in the Chilliwack Community .

“Increasing employment of people with disabilities is a question of leadership and attitude, of focusing on ability rather than disability.”

*Rethinking Disability in the Private Sector*, a report released in January 2013, has a clear and concise message - hiring people with disabilities is feasible and it makes good business sense.



Protégée –  
Cassandra  
Bage  
**Sew' In  
Pressed  
Custom  
Sewing &  
Alterations**



Protégée -  
Chance  
Patmore  
**Greater  
Vancouver  
Zoo**

## Being the Change We Wish to See

*“Our lives are our message, by design or by default. I don’t think that we can say that a person is simply a leader or not.*

*The question is in which parts of our lives do we choose to take on a leadership role, apply a leadership mindset, or make leadership choices? We are all ambassadors of some kind. The question is what we are using our power and influence to be an ambassador for?”*

~ Denise Bissonnette



## Chilliwack Recognized Two Years In a Row for Community Living BC’s WOW Award

Home Depot employee Garth McCreedy (right) was honoured with Community Living B.C.'s Widening Our World (WOW) award on Feb. 26 for his leadership in inclusion. Of over 50 nominees, McCreedy was one of four people in B.C. who have been recognized for this year's Award. The awards celebrate individuals who are helping to strengthen inclusion across the province. The WOW awards are just one of CLBC's initiatives to help fulfill their vision of a future where all people have a strong voice in society and are recognized as contributing members of their communities. McCreedy's nomination was submitted by his friend and coworker Eddy Solla. Eddy, who has a developmental disability, started at Home Depot back in March 2015. While McCreedy trained him in the various store

departments, they discovered a mutual interest in sports. But it's the small acts of humble, welcoming people like him that make a world of difference. Chilliwack Home Depot is one of many local businesses recently recognized for their commitment to inclusive employment. Organizations like the Chilliwack Society for Community Living and CLBC offer programs to connect individuals with developmental disabilities with local, meaningful work. Home Depot Manager Kevin Vandenbosch explained,

***“Hiring people with diverse abilities has always been a true value for us.”***

He congratulated McCreedy for consistently inspiring associates and customers he interacts with.

***“I didn’t think I was doing anything unusual. I didn’t think I was doing anything that deserved an award,” McCreedy said. “Eddy’s a great man and a good friend.”***

# Meet Our New Champion Employers!



"It has been a pleasure to have Jacquie in my office. She is eager to work, thorough, and on time. I would encourage employers throughout Chilliwack to consider employees of all abilities"

- Laurie Throness, MLA



On April 29<sup>th</sup> Jacquie was thrilled to start her first day of employment with MLA Laurie Throness's office. She is responsible for maintaining the janitorial duties once per week. In this picture Jacquie was excited to help organize, by date, the Hansard Books which are the printed record of what is said in the House of Commons while in session. Jacquie was informed that Laurie's first job in the political realm was for MLA Harvey Schroeder as his Constituency Assistant. The books were a gift to MLA Throness from former Speaker of the House (1979-1982) and Agriculture Minister/MLA (1972-1986) Harvey Schroeder who represented Chilliwack as a Social Credit Party member. Jacquie looks forward to going to work each week where she is valued and part of the team.

In February of 2016, Jordan was hired for the Dining Room Attendant position at *Tivolo's Executive Hotel's Restaurant*, where RCMP stay when they come to train. During his very first shift, it was clear that this was a great match for Jordan's skills, personality and interests. Jordan learned his tasks quickly and was soon completely independent on the job. Jordan is



very proud to report that he has completed his probation period and has even received a raise! He continues to be excited to go to work each week, as he gets to help host RCMP, Fire Fighters, Paramedics, and

other community heroes.



On June 3<sup>rd</sup> Cassandra started her first day back at Cultus Lake WaterPark. This is her

second year as a Change Room and Washroom Attendant. Her job tasks include maintaining a clean and safe environment in several family washrooms and change rooms. As Cultus Lake Waterpark is extremely busy Cassandra must work quickly to keep up with the steady flow of traffic. Cassandra loves her job she states that "it is a fun place to work and all the staff are super friendly too".



Meet James! Mr. Mikes Steakhouse Casual's newest kitchen staff member. James has met his goal of becoming a prep and line cook. He was hired as a dishwasher and prep cook, but once they had seen his mad skills in the kitchen they quickly put him on line preparing the salads and fryer items.

James is thoroughly enjoying his new job and the friendly people he works with.



Thaddeus is Canadian Tire's latest paid work experience staff. He is learning quickly that this Canadian Tire store in Chilliwack is busy! It's a perfect place for learning the skills required in a retail setting. Thaddeus keeps busy with facing products on the shelves, assisting customers

and carrying out their purchases. He looks forward to obtaining permanent employment in the near future.



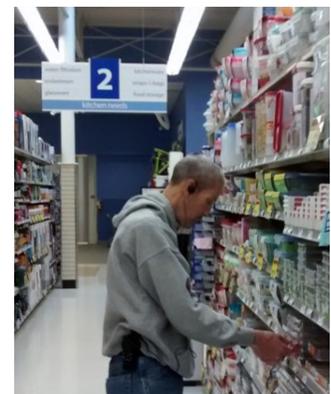
Mercy is pleased to be the newest employee at Real Canadian Superstore in the Joe Fresh

department. Some of her tasks include customer assistance in the change rooms, hanging items to be placed back on the floor and keeping shelves clean and organized. Mercy is the perfect example of how finding the right fit for employment can create more confidence, growth and new opportunities.



Brian started his first training shift on June 27th! He was hired to be part of the Early Morning Stocking Team. Brian was very excited to learn all

about London Drugs corporate culture and his job description during his week of training. Brian was eager to start his first shift working on the floor, his job tasks include facing products down the aisles, sweeping the store and stocking shelves. Brian is proud to be a contributing member of the London Drugs team!



# Up - Coming Events...

## *October 2016*

**Community Living Month!** This is a time when communities across Canada host events to celebrate the achievements and embrace the abilities and contributions of people with developmental disabilities. Watch for local events happening in your community!

## *December 2016*

**International Day of Persons with Disabilities** is December 3rd! This year's theme - "Removing barriers to create an inclusive and accessible society for all" - is a goal celebrated and shared here in British Columbia. Social Development Minister Moira Stilwell, M.D. says,

*"This is a day where we can raise awareness of the skills and contributions people with disabilities make to our economy and our communities,"*

## *November 3rd 2016*

**Rotary at Work Awards Night.** This event is aimed at addressing the employment rate for Canadians with disabilities and to celebrate local businesses adopting inclusive hiring practices - from those who have been doing so for many years, to those who have just recently begun. SES and BRIDGE look forward to seeing our champion employers being recognized for doing their part in inclusive hiring!



 [csclworks.org](http://csclworks.org)



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