



Winter /Spring 2018 Newsletter



Marie completed her hair dressing course at Chilliwack Senior Secondary and immediately came into CSCL Supported Employment Services with the goal of finding a job in her chosen career as a Hair Stylist. Marie was in CSCL SES for about a month when she attended CSCL Employment Services yearly Employer Luncheon.



First Choice Haircutters District Manager, Tricia Cross had been invited to the luncheon and Marie was seated next to Miss Cross, with her resume in hand. Marie chatted with Miss Cross and by the end of the luncheon, she had booked an interview for the very next day. After her interview, Marie was asked to come back on Saturday with two hair models for her cutting interview. Marie had 1 1/2 hours to complete two haircuts. She completed with time to spare and manager, Heidi, said she was

a natural with the way she held her scissors. Marie was hired and started her training with Heidi. Heidi stated, "I had the pleasure of training Marie for her position with First Choice Haircutters, We had some fun days of training where I am sure we both learned a lot. She was super eager to learn and listened to everything that I had to say. I am so happy to have her as part of the team and hope she continues to grow and learn as a stylist in the years to come." Marie loves her job as a Hair Stylist with First Choice Haircutters!



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Fraser Valley Cultural Diversity Awards

Friday, March 2, 2018

The 15th Annual Fraser Valley Cultural Diversity Awards were held at the Quality Hotel & Conference Centre in Abbotsford. CSCL's Supported Employment Services was proud to be nominated for the Innovative Initiative category in recognition of efforts to promote cultural diversity in the Fraser Valley. Each year, nominations are received from individuals, organizations, schools, businesses and programs that work towards building an inclusive community, providing their clients/customers with accessible environments, and having reflective workforces for all .

SES staff L to R: Gizelle, Nancy, Julie, Leah



Did You Know?

BC Budget: Welcome focus on affordability, but momentum stalls on disability supports

Victoria, February 21, 2018 - BC's 2018/19 budget included important new initiatives to make British Columbia more affordable, but there was also a disappointing halt in 2017's momentum towards better lives and inclusion for people with intellectual disabilities, many of whom live in dire poverty.

"We understand that 15 years of underfunding can't be reversed overnight, and we applaud the investments in housing and child care," said Inclusion BC Executive Director Faith Bodnar. "But today's budget had very little good news for British Columbians with intellectual disabilities, children with special needs and their families."

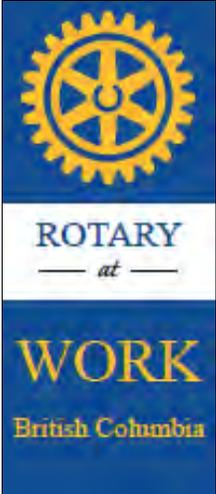
BC's new government announced key changes that were widely welcomed after taking office in 2017, including a \$100/month increase in Persons with Disabilities (PWD) benefit rates, which had been frozen for a decade. A new \$52 transportation supplement for PWD recipients, announced last fall, was also referenced in today's budget.

Social Capital & Santa...



Recreation Excellence held their annual Christmas Staff Party at the Best Western Hotel on November 29, 2017. All the employees, including Melinda, Neil and Cassandra, enjoyed a delicious buffet dinner, entertainment, prizes and staff award presentations throughout the evening. There was also a photo booth for some extra laughs!

Events...



November 2, 2017 Rotary At Work recognizes the value of inclusive hiring practices and the benefits to the business. Congratulations to all the Inclusive Businesses in our community who received their certificates! This evening was held at the Best Western and included engaging employers relating their experiences around inclusive hiring and employees also spoke about their employment journeys. Rotary At Work recognized employers for New Hires, 5, 10, 15 and 20 Years!



This year Tim Dixon received his 20 Year Certificate acknowledging his employment at Cottonwood Mall Food Fair. Tim is shown below (center) on his first day of work in 1997, with his manager whom he still works with .



Transition Fair



The Transition Fair is a free event designed for Individuals with Disabilities, Family, Friends, Teachers, Professionals and Service Providers.



The event was held on April 18 from 6pm—8pm at the Chilliwack Secondary School Neighbourhood Learning Centre. The evening included guest speakers Brenda Gillette and self advocate Anna-Jean Beute along with two youth who all shared their experiences around the transition to employment.



Guests enjoyed complimentary pizza, refreshments, and some great door prizes!

Conversations That Matter An Evening At The Cinema



Norm Kunc and Emma Van Der Klift were hosts for an evening of glitz, glamour and good conversation. The event, ***“Conversations That Matter - with Popcorn!”*** featured three selected videos to be displayed on the big screen from the Conversations That Matter website. Norm and Emma then facilitate a discussion after each film. Cottonwood 4 Cinemas opened their doors for the event so CSCL could go “Old Hollywood” for one big evening of tinsel, tux and glam! All CSCL employees, caregivers and families and individuals receiving services were invited to attend. Chance, Tisha and Andrea (shown above) had a blast greeting guests !

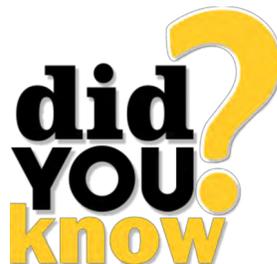
Chance, Tisha and Andrea (shown above) had a blast greeting guests !

SES Events...

SES Employer Luncheon

February 27, 2018

This year, Supported Employment Services hosted their annual Employer Luncheon at the Best Western. Almost 80 people attended including Chilliwack's Champion Employers, several community employers, job-seekers and Vocational Counsellors. This event gives the opportunity to those who have not yet hired to hear the benefits and successes of becoming an inclusive employer. Each year, this luncheon provides education, networking and inclusive perspectives and solutions of filling business needs for employers. Two client guest speakers offered strategies for overcoming perceived barriers to training and employment and the guest employer speakers provided diverse strategies for hiring, accommodating and retaining employees with disabilities in the workplace.



Champion Employers understand the importance of hiring the right person for the job and how this can have a positive effect on their bottom line. *Here are a few fast facts...*

86% - of workers who have a disability have average or above average attendance records

97% - of workers who have a disability rate average or above average in safety on the job

67% - of workplace modifications cost less than \$500

51% - of adults in Canada who have a disability are unemployed

90% - of people with a disability rated average or better on job performance

Family Night

Supported Employment Services and Bridge Service invited Families of individuals and prospective individuals to their annual Family Night Presentation. This evening is an opportunity for those who are interested in learning more about what SES and Bridge have to offer in their Employment Services. The evening started with presentations from SES which included information about the employment process and expectations of the service. Then, a guest speaker from WorkBC and concluded with Mercy, who shared her employment journey with everyone.

April 12, 2018



Working Together ...

Rotary at Work, BC and the BLN (Business Leadership Network)

Rotary at Work BC was developed to create awareness regarding this untapped labour market of persons with disabilities, while educating business owners/operators about the benefits of becoming an inclusive employer and tapping in to this demographic. This network has already proven to be a reliable way to dispel the myths and share the benefits of hiring an inclusive workforce. Referrals and jobs are being developed at a higher rate as this education process rolls out and new businesses come on board.



To learn more about Rotary at Work and the BLN, check out these sites: www.rotaryatwork.com www.facebook.com/RotaryatWorkinBC

Busy Bees in BRIDGE!

BRIDGE has been very busy lately with lots of Individuals securing paid employment!

- Bozzini's Restaurant in Chilliwack hired Amanda as a dishwasher and she hopes to work her way up the ladder to eventually reaching her goal in life of becoming a chef.
- Townsend Park Concession Stand has hired a second Individual from BRIDGE. Kyle is now the newest summer employee. Kyle loves his job and his co-workers, he even gets to work alongside Joey, who has been hired back for his second season.
- Eden Intermediate Care Home has offered Trevor a permanent part time position as a housekeeper (this occurred as soon as Trevor's work probation period was over). Trevor demonstrated commitment and a great work ethic. When asked what his favourite part about working at Eden is, Trevor replied *"In a way, I feel honorable taking care of them (the residents). It's one of those jobs where you can feel pride."*



A Picture is Worth A Thousand Words!



In April 2017, Joey started his seasonal employment with Townsend Park Concession Stand which gave him the work experience and confidence to apply to his dream job, as a Service Wash Attendant at Murray Honda. Having worked there since September 2017, Joey was able to work hard, save his money and fulfill a dream of his, to purchase a car with his Dad - a red 1960 Buick Electra. Joey was beaming from ear to ear and you could see from the proud look on his face that this purchase was worth so much more to him than just a car...it was priceless to see him fulfill his dream of purchasing

(and owning) his own vehicle. Joey and his Dad plan to work on the car together to refurbish it! Joey was also hired back at the Concession Stand this season and he will be balancing two part time jobs until September 2018 which will help him to purchase new parts for the car. Joey hopes to one day obtain his driver's license.

Meet Our Champion Employers!

Andrea recently joined the team in The Home Depot seasonal gardening department. Andrea is busy watering the plants during the summer months. Andrea has past retail experience but says she will really enjoy this job because she loves being outside and working with flowers and plants. Andrea is excited about the opportunity of ongoing employment when the season is done and has stated she will work very hard on her customer service so that she can maintain employment into the fall. Being part of this great team and developing new skills while doing a job she loves



is a great opportunity for Andrea! In the past, she has worked as a landscaper so this is a great fit for her! At Supported Employment, outcomes for independence on the job is established quickly when the job is the right fit for both the employee and employer.

Chance was interviewed and hired by Jose, the Department Supervisor in Seasonal, as a Sales Associate. Chance loves talking to people and helping them find what they are looking for. He is always trying to engage customers and find them the quickest solution possible. Sandeep, The Human Resource Manager says, "The Home Depot is an organization that prides itself in their inclusive hiring practices. Hiring inclusively helps The Home Depot gain associates who are dedicated, passionate, and bring a positive attitude to work every day. Bringing Andrea and Chance to the team meant we were able to bring on two new associates who wanted to be part of the team! They are eager to be here and willing to learn. The CSCL Supported Employment team is amazing and are always willing to help and support in whatever way we need." Chance is thriving in his new job!



BROWNS SOCIALHOUSE

restaurant . bar . socialize



Jason works at Browns Socialhouse in Eagle Landing. Owner, Shanna stated - Approximately a year ago I met with Craig Baker to discuss bringing on a worker through Supported Employment Services (CSCL). We were looking for the right candidate. Jason came to us and has been working in our dish area and prep areas. He has now been with us for a few months and I have really noticed a change in moral from my whole staff team. Having Jason in the building - his positive attitude and willingness to help and work regardless of his challenges really shows my staff the realities of life and keeps them grounded. I have noticed a huge change in staff attitude toward their own work and toward each other. The staff are kinder and the level of care has increased. These

positive changes have definitely been in part because of Jason joining our team. Craig and the team at Supported Employment Services (CSCL) have been a pleasure to work with as well. Always helping and supporting Jason and the restaurant.



Tyler had an interview in October 2017, at Buy Low Foods in Hope, BC, where he lives. He met Store Manager Pauline and soon after found out he was hired! Tyler enjoys his duties which include safety sweeps, facing, stocking and keeping the shelves looking their best and helping customers find what they need. Tyler loves providing customer service and working with his co-workers. Pauline is a Rotarian in Hope and knows what it means to be an inclusive employer. Pauline said, “Tyler has been a great fit to our team. He gets right to work for the task at hand. He tries his best to help and engage with the customers. During our huddles, Tyler always contributes to the conversation; keeps us on our toes. It has been a pleasure having Tyler join our team!”



Ann-Jean was a bit hesitant about working at Chilliwack Cemeteries but after meeting the administrator, Bobbi Fox, she knew the position would be a great fit for her. Her main job is scanning in old cemetery records, in order to “future proof” them. Also, she is learning how to complete cemetery contracts for plots (graves), headstones and sales and other miscellaneous needed office tasks. Bobbi Fox said, “ I found AJ to be the best candidate for the job. Whenever she has extra training she schedules her Job Coach to come along, which is always there if she needs it. New skills are meticulously documented in her binder and when called upon, executed promptly when they are needed. I find her work ethic stellar, and she is well liked by all staff and families she meets.”



Lee started his employment journey on April 24th at Convergys as a Customer Care Representative for a large telecommunication company. On May 18th, he received a Graduation Certificate for completing the four week intense training course. Convergys takes great pride in celebrating everyone’s success. They show this by having an encouraging speech from the Mike Robinson, the Site Director and all the team leaders; they all get to enjoy a delicious treat as well! Next, Lee will embark on his mission to put into practice all the training he has learned and work hard to become an experienced Representative. Lee told staff that “this is the happiest I have been in years” this statement affirms that Employment builds higher self esteem, and promotes a more positive outlook on life. In Supported Employment our goal is independence on the job, this outcome is established quickly when the job is the right fit for both the employee and the employer. Supported Employment staff takes great pride in seeing the growth that happens when their clients become a contributing member of society and are living a more self sufficient lifestyle.



We Believe everybody can work if they are given the right opportunity. We know your business is looking for the person who can do the job best, and sometimes that person may happen to have a disability. This is how we can help. CSCL Employment Services partners with local businesses to develop a diverse workforce within your company. Our job is to connect you to qualified candidates who can fulfill your labour requirements, add value to your company and benefit your bottom line.

Upcoming Events...

Summer...

CSCL Annual AGM

June 5, 2018

CSCL will be holding our Annual General Meeting at 7pm at the Coast Hotel.
45920 First Ave, Chilliwack

Fall...

CSCL Event

October 12, 2018

Our Annual Community Living Event is moving to a Friday night. Hope to see you there, and don't forget to invite family and friends!

Did You Know?

June 1, 2018, the minimum wage rises to **\$12.65**. The government has announced that the minimum wage will further rise to \$13.85 on June 1st, 2019, to \$14.60 on June 1st, 2020 and to \$15.20 on June 1st, 2021.



NEOC Award

CSCL is the first community living agency in BC to receive the "Canadian Nonprofit Employer of Choice Award" and one of only thirteen non-profits in Canada to receive this recognition for 2017!



 csclworks.org



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