



## BACKGROUND

### A Year of Accomplishment – Employment

Released in March 2013, CLBC's Community Action Employment Plan works to coordinate resources, projects, initiatives and outreach taking place across the community living sector in partnership with the provincial government to help create jobs for people CLBC serves with developmental disabilities, Autism and FASD. Some accomplishments over the past year include:

#### Best Practices

CLBC recognized as the first government body funding community living services in Canada to adopt national best practices established by the Canadian Association for Supported Employment ([www.employmentforall.ca](http://www.employmentforall.ca)). The best practices reflect research and evaluation led by CASE with service providers across Canada over the past year and focus on:

- choice and control
- paid employment
- full inclusion
- individualized and natural supports
- continuous quality improvement

#### Regional Pilot Projects

CLBC has provided funding for large-scale pilots projects in the Thompson-Cariboo, Central-Upper Island and Simon Fraser regions to develop localized employment strategies, establish job targets and build local partnerships. To date, the pilot projects have helped to expand employment supports in several communities, launched the development of specific plans by community partners to increase employment in their local area, and supported self advocate leadership to engage employers.

#### Scholarship Fund

CLBC and the BCGEU established \$100,000 Scholarship Fund to provide skills training opportunities for adults with developmental disabilities, Autism and FASD. People being served by CLBC will be eligible to apply for funding to support their personal and professional development. The scope of the Fund has been developed based on feedback from self-advocates, families, service providers and CLBC staff.

#### Collaboration

CLBC has established a series of partnerships over the past year to help achieve the job plan's goals. In addition to working directly with Community Councils, Aboriginal stakeholders, school districts and relevant government authorities, CLBC has developed the following collaborations over the past year:

- BC's Family Support Institute *familyWORKS* partnerships to encourage increased participation of loved ones in the development of individualized employment plans
- BC Self Advocacy Foundation's *Supporting Our Abilities Presentation Series and Start-up Kit* to help self advocates become leaders in promoting inclusive employment in their local communities with employers and employment groups
- BC Centre for Employment Excellence to identify specific sector collaboration opportunities and lead a Geo Mapping project that promotes employers and service providers that have adopted supportive employment best practices
- Work BC partnership at local and regional levels to better coordinate supports and outreach to help people find and keep work

## **Training**

CLBC funded training opportunities for contracted employment service providers across the province to expand and develop a network of BC-based trainers/mentors. Service providers in all areas of the province have been invited by CLBC to participate in specific training in best practices for supported employment to help them build their capacity, increase their success rate in finding individuals work, and to better support individuals who are interested in self employment

## **Diversity**

CLBC has initiated efforts to strengthen our human resources policies to help increase the number of individuals with developmental disabilities employed by CLBC. CLBC is in the process of developing human resource policies within a broader organizational diversity strategy that will increase the number of individuals with developmental disabilities employed by CLBC and the range of positions in which individuals are employed

## **Facts**

Research has shown that people with disabilities and their families comprise 25 per cent of the marketplace. Recent studies indicate that when businesses hire employees with a disability:

- 82 per cent are average to above average in performance.
- 86 per cent have average to above average attendance records.
- 97 per cent are average to above average in safety on the job.
- Five times more likely to stay on the job than other workers.

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## **Media contact:**

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