



BACKGROUND

Community Employment Action Plan Overview

Released in March 2013, CLBC's Community Action Employment Plan is a collaborative strategy that promotes inclusive employment for people served by CLBC and coordinates resources, projects, initiatives and outreach taking place across the community living sector. Over three years, the Plan identifies 12 areas of focus:

Employment First – To promote a shift in attitude and culture among all stakeholders toward a belief that individuals with developmental disabilities have a valuable contribution to make in inclusive employment situations.

Targets – The Plan includes a commitment to increase employment of individuals served by CLBC by 1,200 people over three years – from the current estimate of 2,200 participating in employment. Reliable mechanisms will be established to measure the number of individuals we serve who are employed, the rate of employment and the rate of employment among young adults.

Local Plans – Advancing an employment agenda will require collaboration with partners within local communities. Solutions can be tailored to the unique characteristics of a region because the nature of work opportunities differs in each region. The Plan focuses on building local capacity, promoting employers as leaders, establishing pilot projects and collaborating with community councils, service providers, regional business organizations and self-advocates.

Transitioning Youth – Over 600 youth leave school and become eligible for services with CLBC each year. These youth are a priority for employment services because most expect to make contributions in the community as their peers do and most expect their services to support their personal goals, instead of determining them. The Plan will provide funding to help ensure youth and their families are adequately served and experience a smoother transition from school to work – if they choose.

CLBC Leadership – The Plan commits CLBC to becoming a model employer, including an increase in the number of adults with developmental disabilities that it employs and contracts with. CLBC will introduce an updated human resources strategy that will include collaboration with the BC Government and Services Employee Union.

Transforming Community Inclusion – Community inclusion services are working to better meet the personalized aspirations of individuals and their families. Many are expressing a desire to work. The Plan will provide support for individuals, families and service providers to make the shift as directed in their personal plans.

Collaboration – Partnerships made to prepare the Plan will be maintained and expanded to ensure goals are achieved. Ongoing collaborations with the Minister's Council on Employment and Accessibility, service providers, employers, self-advocates, media and organizations such as Inclusion BC, BCGEU, Family Support Institute, BC Employ Net, BC Centre for Social Enterprise, First Nations, Rotary Clubs and BC Centre for Employment Excellence are proposed.

Employment Program of BC – The Plan promotes stronger co-ordination of roles with the Ministry of Social Development’s Employment Program of BC and its service providers to clarify pathways and simplify the access for individuals and their families to employment and related supports as they transition out of school.

Individualized Funding – The Plan recognizes a growing number of people are choosing person-directed models of services. Resources will be devoted to enhancing the capacity of people using individualized funding to find and maintain work.

Self Employment – Social enterprise and self-employment have the potential to provide many adults with developmental disabilities opportunities to pursue meaningful economic and community activities. The Plan proposes a review of CLBC’s self-employment policies to better support individuals pursuing this option, promotion of key resources and creation of a supported self-employment program at post-secondary institutions.

BC Disability Benefits – BC Disability Benefits represents long-term financial security for a significant number of individuals and families. The Ministry of Social Development and Social Innovation has made improvements to make employment a more attractive option for people to pursue. The Plan proposes CLBC work with the ministry to de-mystify rules around employment and BC Disability Benefits.

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