

Community Living BC – Simon Fraser Region
400-205 Newport Drive, Port Moody

Council Meeting Minutes
February 27, 2013, 6:00 pm – 8:00 pm

Present: Debra Appleby, Vera Anderson, Diane Bruneau, Jacqueline Jordon (via phone), Barbara Thomas, Ed Kushner, Carol Broomhall (Minute taker)

CLBC Staff Present: Soheila Ghodsieh, Jack Styan

Regrets: Jim Wong, Maxine Wilson, Sue Mann

1. Introductions

2. Adoption of Agenda – Moved/Approved

3. Adoption of Previous Minutes

- January 23, 2013 Meeting Minutes – Moved/Approved, with clarification that the budget number recorded as \$2.5 million specifically related to direct-funded respite. Soheila will confirm.
- Want to state that the Council does appreciate the work that CLBC does.

Business Arising

- None

4. CLBC Updates

Soheila Ghodsieh

- Shared the latest CLBC info-flash. Government child and youth advocate positions will oversee youth to 24 years now.
- Budget will not go to deficit this year, and will not cut services.
- There will be some one-time funding available – i.e. for life-skills training.
- Question about future demand for services – the funding will be held steady.
- Money spent last year will be annualized.
- Question about PSI budget -- there will be a waitlist for it. The demand is increasing but budget likely remains the same.
- Facilitators started doing the GSA training. Will be fully utilizing it by end of March so will be able to more accurately tell families what funding/supports they can expect.
- Partnering with Maple Ridge School District to create a Grade 14 and 15 program for students who are not yet ready for employment.
- The program will have an employment focus.
- CLBC will fund one coordinator and the School District will offer one staff. An RFP has gone out to see if there is an organization interested in overseeing the program. Hoping for a September 2013 program start.

Jack Styan – VP, Strategic Initiatives, CLBC

- Shared the Community Action Employment Plan: 2013 – 2015
- Has a longer text version, but shared a one-page summary of highlights

- Three biggest groups they are looking at are:
 - People coming out of school -- primary target
 - People who have already come out of school
 - People already in Day/Community Inclusion programs but haven't found employment yet
- CLBC already funds employment programs in BC
- This year's budget is \$10 million.
- Looking at adding to employment programs who don't have vacancies at this time.
- Alison Bond, Asst Deputy Minister of Social Development has said she would like to assist with helping people to find work.
- Need to figure it out locally – select a few test areas.
- Did a survey of CLBC Community Planning & Development Managers and Quality Service Managers, as well as Employment leads in each office.
- Have a Community Planning Committee – including Kevin Lusignan from BACI, Dan Collins from Langley Association, a few self advocates – overseeing the planning process.
- Are choosing 3 areas to work in – one of which is Simon Fraser Region.
- Also chose Central/North Vancouver Island (from Duncan North), and Thompson/Cariboo (Kamloops to Williams Lake, Merrit to Shuswap)

- Plan A – Coordination & Accountability
- Created a Coordinating Committee -- led an appreciative enquiry and summit in October (170 people from across the province). That committee will stay together (employees, families, self-advocates).
- Asked that one member of the Fraser Region Council be on that Committee.
- Plan Targets: find 1200 people work in the next 3 years. Based this estimate on having already spent \$3 million on an employment initiative which resulted in 500 people getting jobs. With the funding available, estimate can support 1200.
- See it as a jointly-owned plan between CLBC and the community.
- InclusionBC has put together a campaign called "Ready, willing and able" targeting employers to hire 500 youth. Are currently in Ottawa now lobbying Federal funding.
- Other groups getting some funding from the Vancouver Foundation (DSEF).

- Plan B – Employment First
- CACL did a good paper on Employment First – doesn't mean forcing people into employment, but want to make sure people have the opportunity and have conversations about employment
- Have identified CLBC policies that may get in the way.
- If are going out to ask businesses to be employers, then CLBC should be a model employer.
- "Include Me" or Quality of Life Project – measures people's quality of life
- A team of self advocates interviewed other self advocates.
- A model developed by Dr. Schalock in the US.
- Resulted in 30 – 40 individuals getting work.
- Now CLBC's HR dept will incorporate more diversity in their hiring practices.
- Will talk with other parts of government – i.e. Ministry of Social Development (MSD), Ministry of Children & Families (MCFD), etc – to see if they have an employment focus.
- Employment program is run out of MSD.

- Council Comment: Concerned that WorkBC in Port Moody is very understaffed – a one-person office, with staff working only Thursdays and Fridays.
 - Response: WorkBC should be referring individuals with disabilities to a sub-contractor that specializes in employment for people with disabilities. In the Fraser Region, the Simon Fraser Society for Community Living has just taken over the sub-contractor role.
 - CLBC thinks they need to invest in capacity – getting more people to help people find work.
 - An issue with competencies – need to build capacity of staff at community living agencies to help people find work.
 - Need to support people in Day Programs to explore work.
 - Also need to support transitioning youth into work.
 - Self-employment and social enterprises are also options for people who don't want to work in a regular job (i.e. start craft micro-businesses like Angela Lusignan, who makes bath bombs)
 - Some organizations have social enterprises that employ individuals.
 - PWD is sometimes an obstacle – want to make sure people know the rules of how much additional income they can make.
 - A First Nations advisor at CLBC is developing a plan for aboriginal people.
 - People receiving individualized funding/having microboards cannot purchase employment supports from an agency. Want to overcome that.
- Plan C – Shifting attitudes
 - Need to support some families in allowing their children to explore employment
 - For example, Familyworks is leading an initiative towards supporting families – familyworksbc.com
 - Need to shift attitudes of employers as well
- Plan D – Employer & Union Initiatives
 - For example, one agency is involved in developing a disability confidence tool – helping businesses and other agencies to learn about disabilities
 - It will be a great tool, but need to refine it and test it before it is rolled out
 - BCACL (InclusionBC) will work more with Rotary
 - Susan Scott Parker – started the Employers' Forum in the UK – supports businesses in the UK. She will be brought over by the Ministry to see if we can start a group like that here.
 - Are also trying to create a model where service providers are coordinated – not all approaching the same employers.
 - The formal plan will be out in a week or so and posted on the CLBC website
 - Some organizations have been shifting their Day Services towards employment – i.e. BACI
 - Question: How disabled can a person be to be helped by this? For example, one person has a son in a wheelchair who is non-verbal.
 - Response: Work is one way to participate in community, one way to be recognized as making a contribution, to get connected and make friends.
 - Langley Association tries to find work for people of all abilities – customized employment – to see what a person is interested in, and then carve a job for them.
 - Often the best way to train for a job is to do it with a job coach until they learn how.

- One individual who is non-verbal and with limited mobility worked 2 times a week for a few hours.
- Service providers in this region currently offer customized employment services -- posAbilities, Fraser Side, Ridge Meadows, BACI, Simon Fraser Society
- Explanation on how WorkBC assesses level of employability.
- Are looking at how CLBC can influence school districts re: more customized work experience programs in high school.
- Looking at how all the ministries/groups can work better together.
- Question about a pilot program that was part of customized employment initiatives through the hospitality industry – through a labor market agreement.
- No direct knowledge of that program – may know someone who knows more about it.
- Re-iterated that this is a 3-year employment plan.
- Have a long way to go – shifting attitudes about ability of people to be employed

5. Update from the Chair – D. Appleby

- Sent out a lot of information to Council members over the last month.
- Annual Community Advisory Council meeting – June 25
- CLBC has pulled together all Council Chairs for monthly teleconference meetings.
 - Minutes will be distributed.
 - Thought it would be interesting for Council members to take turns participating.
- Workshop this weekend at Thomas Haney Secondary – includes Family workshop and Self Advocates' Zone.

6. Action Items - Update

- Attendance at Council meetings – reviewed Council policy and says if people miss more than 3 meetings in a year, can remove them from Council.
- Some Councils are more strict than others.
- We understand how difficult it can be for people to meet every month.
- Will discuss it more at the next meeting – re: this Council's expectations
- Suggest possibly alternate between meeting in person and by conference call
- Will also discuss election of a New Chair at next meeting.

7. New Business

- None.

8. Confirmation of next meeting date:

Wednesday, March 27, 6:00 pm – 8:00 pm, 400-205 Newport Drive, Port Moody.

Meeting adjourned at 8:15 pm.