



**EMBRACING  
TRANSFORMATION**

CESBA Conference 2023  
December 6-7

**ACCUEILLIR LE  
CHANGEMENT**

Conférence de CESBA 2023  
6-7 décembre

**An Innovative Model to Improve Employment Outcomes for Youth with Disabilities**

Presenters:

Jennifer Dewar and Aleksandra Popovic



**Empowering people  
to learn and find  
work they value.**



Presented on behalf of PTP

# Land Acknowledgement

PTP Adult Learning and Employment Programs and George Brown College are located on the traditional territory of the Mississaugas of the Credit First Nation and other Indigenous peoples who have lived here over time. We are grateful to share this land as treaty people who learn, work and live in the community with each other.

# Background

GBC's Centre for Preparatory and Liberal Studies (CPLS) offers the

## **College Vocational (CV) Program,**

designed to meet the unique educational and vocational needs

of youth who are neurodivergent,

or live with a mild intellectual disability (MID).

In 2020, the CV program was suspended due to the pandemic.

The result of the partners' work embodies  
the integrated program and service delivery model  
they were aiming to achieve,  
serving employment-bound  
Youth with Mild Intellectual Disabilities.

The GBC-PTP collaboration is now in its 3rd year.

***Here's what makes it work...***

# The Partners

- **Collegial relationship history**
  - PTP's CEO and GBC's Dean of CPLS have a long history working within adult education, engaging in collaborative work in the literacy and essential skills field.

# The Partners continued...

## **CV program expertise:**

- faculty with expertise and in interpersonal & intrapersonal dynamics; workplace literacy & numeracy; and digital literacy skills
- program coordinator with child and youth worker expertise, and a 10+ years' history of working within the CV program.

## **PTP employment services expertise:**

- Employment Services team with experience in employment counselling, job development, job coaching, engaging employers and building relationships
- manager with 10+ years of experience in employment services creating a talent pipeline in local communities.

# Aligned Vision

## PTP:

- supports persons facing systemic and other barriers to achieve learning and employment goals
- tailors services and supports to meet the needs of individuals
- responds to the needs of local businesses and ensuring candidates are well-prepared for the workplace

## GBC's CPLS:

- helps their student community to reach their academic and professional goals
- offers access programs that open pathways to meet individuals where they are at
- responds to the needs of industry and communities, ensuring excellence in its post-secondary offerings

# Common Values

- ❖ mutual respect
- ❖ equity, diversity, and inclusion
- ❖ excellence in programs & services

# Project Pillar 1

## Relationship Building:

- promoting knowledge exchange
- strategic decision-making
- engagement with key stakeholders

... for the future sustainability of integrated program and service delivery, so that all CV graduates find meaningful employment moving forward.

# New Program Partner in 2023



- National initiative active in 30 communities across Canada.
- Free program that has helped thousands of Canadian businesses become more inclusive by hiring people living with disabilities.

The RWA partnership provides PTP with employers committed to hiring persons with an intellectual ability or on the autism spectrum.

# Evolving Community Partnerships



Canadian Council on Rehabilitation and Work



## Federal Employment Strategy Group



LiveWorkPlay.ca

WHERE POSSIBILITIES TAKE FLIGHT

# Prospective Employer Relationships



## Goals:

- Connect students with local employers & employment opportunities in their neighbourhoods
- Help employers understand the value of hiring persons with disabilities



# Existing Employer Connections



ABC Academy  
2 different Active Green and Ross  
Adidas  
Altech Performance  
American Eagle  
Ampuero and Associates Llp  
Amsterdam Brewery  
As Seen On TV  
Benjamin Group  
Boys and Girls Clubs Dovercourt Club  
Boston Pizza  
Brands for Canada  
Brock Public School  
Bulk Barn  
Busy Bees Childcare Centre  
6 different Canadian Tire  
Casa Del Zotto Daycare  
Cataldi Fresh Market  
Centennial College Progress  
Campus Child Care Centre  
Centres For Early Learning  
Cineplex Entertainment  
Cineplex Varsity  
2 different Cora's Breakfast  
Design Aluminum  
Diamond and Diamond Lawyers  
Dog Sense Daycare and Grooming  
4 different Dollarama  
ECOWATER GTA  
Food Share  
F3 different Freshco  
Furniture Bank  
Fussion Sushi  
Glen Roy Pre School  
Global Pet Foods

H & M  
Harold and Grace Baker Centre  
Hockey Lion  
Holland-Bloorview: Leading the Way  
Holy Spirit Catholic Elementary School  
Huf Gym  
IC World Foods  
Imagine Cinemas  
Kelsey's  
Kinderland  
Lee Wiggins Childcare centre  
Leslieville Junior Public School  
Lone Star Texas Grill  
Long & McQuade  
Long Branch Animal Clinic  
2 different Longos  
Market Lane Early Learning Centre  
Markville Toyota  
Michael Power St. Joesph High School  
Montana's BBQ and Bar  
2 different Nanak Auto Centre  
Nextmod  
No Frills  
Old Navy  
O'Neill Long Term Care Centre  
Pickel Barrel  
PTR Carpentry

Rain Spa & Salon  
Rona  
Rui Gomes Meats & Food Market  
Runnymede Health Centre  
S.V.P. Sports  
Saunders Plumbing and Heating  
Schwartz Reisman Centre  
Sheridan Nurseries  
37 different Shoppers Drug Mart  
Shoppers Drug Mart #711  
Silver City Cinemas: Cineplex  
3 different Sobeyes  
St Marcellus Elementary Catholic School  
St. John Bosco School  
St. John's Bakery  
Staples  
Starsky's  
Stitches  
Sukhjot Singh Kang  
4 different Swiss Chalet  
The Beguiling (Comic Book Store)  
The Social cupcake  
Top Town Auto Repair  
Toronto Kiwanis Boys and Girls Clubs  
Trade Secrets  
Valu-Mart  
Villa Colombo Home for the Aged  
WAHL Canada  
Winston and Friendz  
YMCA gym  
Yorkview Public School

# Project Pillar 2

## Program and Service Integration:

PTP services and supports are fully integrated into the CV program for a seamless and supportive transition between GBC's training to PTP's Employment Services, with employment services available upon graduation.

integration ensures immediate and ongoing services and wrap-around supports are readily available, to promote enhanced employment outcomes for CV youth.

# Integrated Employment Services

- Job-readiness workshops are part of weekly CV programming
- On-going student access to PTP job developers and employment counsellors
- On-going communication between GBC and PTP staff to align and complement program content and activities
- Co-facilitation of workshops and sessions
- Job-search materials
- Employment counselling
- Job development
- Job coaching

# Project Pillar 3

## Capacity Building:

### Enhanced staff model:

- PTP's staff include a dedicated Employer Liaison/Job Developer, a Project Manager and a Partnership Liaison

### Professional Development:

- both PTP and GBC staff participate together in a range of learning to expand and deepen expertise.

# Professional Development all staff

## Presenter: Fran Odette

Toronto-based author, educator, and activist for women with disabilities

**Centering our Work in Disrupting Ableism**  
**Beginning Conversations and Addressing Inclusion in Our Practice**

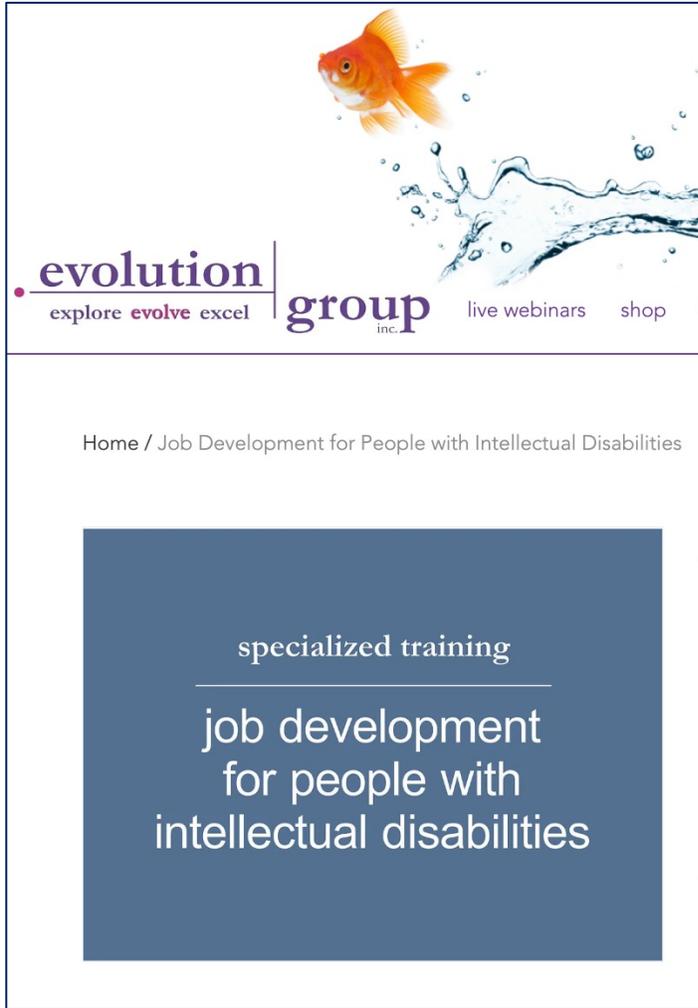


# Professional Development – customized for all



- **Job Path for Educators**
  - Provides educators with the tools, background and context to deliver JobPath sessions and help students prepare for successful transitions from school to work.
- **Employment Services**
  - Builds a foundation of understanding of employability of people who have a disability, various options and opportunities
- **Disability Awareness & Confidence Training**
  - Builds confidence with supporting people who have a disability and onboarding of new employees.

# Professional Development – Employment Services



evolution group inc. explore evolve excel live webinars shop

Home / Job Development for People with Intellectual Disabilities

specialized training

job development  
for people with  
intellectual disabilities

## Employer Liaison/Job Developer:

- strategies and techniques required to change employer perspectives about job seekers with intellectual disabilities.
- how to hone employer engagement skills to job carve and to secure customized jobs.

# Professional Development – offered to all



THE UNIVERSITY OF BRITISH COLUMBIA

Vancouver Campus

Faculty of Education

Centre for Interdisciplinary Research and Collaboration in Autism

Home

About

Resources

Colloquium Videos

Graduate Programs

Professional Development

# CIRCA

## Autism and Neurodiversity in the Workplace

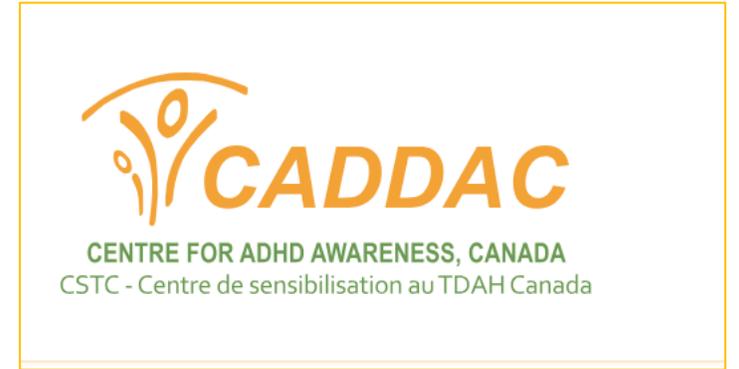


Free Self-Paced Online Program

- a series of six self-paced, interactive modules filled with useful activities and videos.
- designed to assist anyone interested in inclusive employment to learn practical strategies on how to support all employees to be successful on the job.

# Professional Development continues...

- Training sessions with Centre for ADHD awareness.



- Upcoming training in Universal Design for Learning principles, by Valerie Scovill, GBC Professor and UDL Curriculum Specialist.

**Universal Design for Learning:  
Inspiring Equity and Inclusion in  
Higher Education**

# The College Vocational Program

## Overview



# Intake and Assessment:

1. Application through OCAS (Ontario College Application Service)
2. Potential participants engage in the following to gauge program suitability, :
  - group sessions focused on interpersonal dynamics
  - individual interviews focused on
    - academic and work experience
    - employment-related goals, skills and interests
3. a skills assessment.

# The Program

## **Courses delivered by GBC:**

- employability and essential skills training
- digital and inter/intrapersonal skills
- self-exploration, career exploration  
identify interests, strengths, values

## **Services delivered by PTP:**

- job-readiness workshops
- employment counselling
- job development and coaching
- a work integrated learning experience
- job search support upon graduation

# Program Advisory Committee

The PAC supports and guides the staff  
to ensure the CV Program is responsive to students'  
learning needs and skills needs of employers

Representation from the college sector, four  
schoolboards, ODEN, PTP and GBC



# College Vocational Program - Semester 1

15 weeks per semester, Monday-Friday, 18 hours per week

## Employability and Essentials Skills Training

**Self-exploration, Career Planning, Communication, Math, Digital, Intrapersonal & Interpersonal Skills**

## Employment Services

**Job-readiness Workshops, 1-1 Job Placement Exploration & Support, Interview, Resume Preparation**

# College Vocational Program - Semester 2

15 weeks per semester, Monday-Friday, 18 hours per week

First 7 weeks in class

Last 7 weeks Mon-Wed work placement, Thurs-Fri in class

## Employability and Essentials Skills Training

Self-exploration and Career Planning, Communication, Math, Digital, Intrapersonal and Interpersonal Skills

Work Integrated Learning Seminars, Preparatory classes such as financial literacy basics & speaking with confidence

## Employment Services

Job Development and Employment Counselling Support

Work Integrated Learning/Work Placement and Job Coaching

Supportive Job Search post graduation

# ES Workshops Semester 1

Week	Workshop Topic	Week	Workshop Topic
WEEK 1:	Orientation	WEEK 9:	Resume Writing
WEEK 2:	Handling Conflict	WEEK 10:	Writing a Cover Letter
WEEK 3:	S.M.A.R.T. Goals and Procrastination	WEEK 11:	Interviewing for Success
WEEK 4:	Job Readiness Strategies	WEEK 12:	Interviewing for Success
WEEK 5:	The Hidden Job Market and Networking	WEEK 13:	Mock Interviews Activity
Week 6:	CMHA Workshop (Online)	Week 14:	Your Rights in the Workplace
Week 6:	Social Media for Job Search	Week 15:	Semester Ends – No Workshop
Week 7:	Worker Health and Safety Awareness in 4 Steps		
Week 8:	Intercession Week – No Workshop		

**Workshops Semester 2:** Re-enforce select concepts learned in semester 1

# Sample of Sector Guest Speakers

Guest Speakers	Job Title and Company/Organization
Carolyn Ferns	<b>Ontario Coalition for Better Child Care</b> Public Policy & Government Relations Coordinator
Michelle Ribout (MR) and Santo Ligotti (SL)	<b>Retail Council of Canada</b> MR: Vice President, Education and Partnerships SL: Vice President, Marketing and Member Services
Jared Wei Yang	<b>Workers Action Centre</b> Community Organizer

# Key Innovations

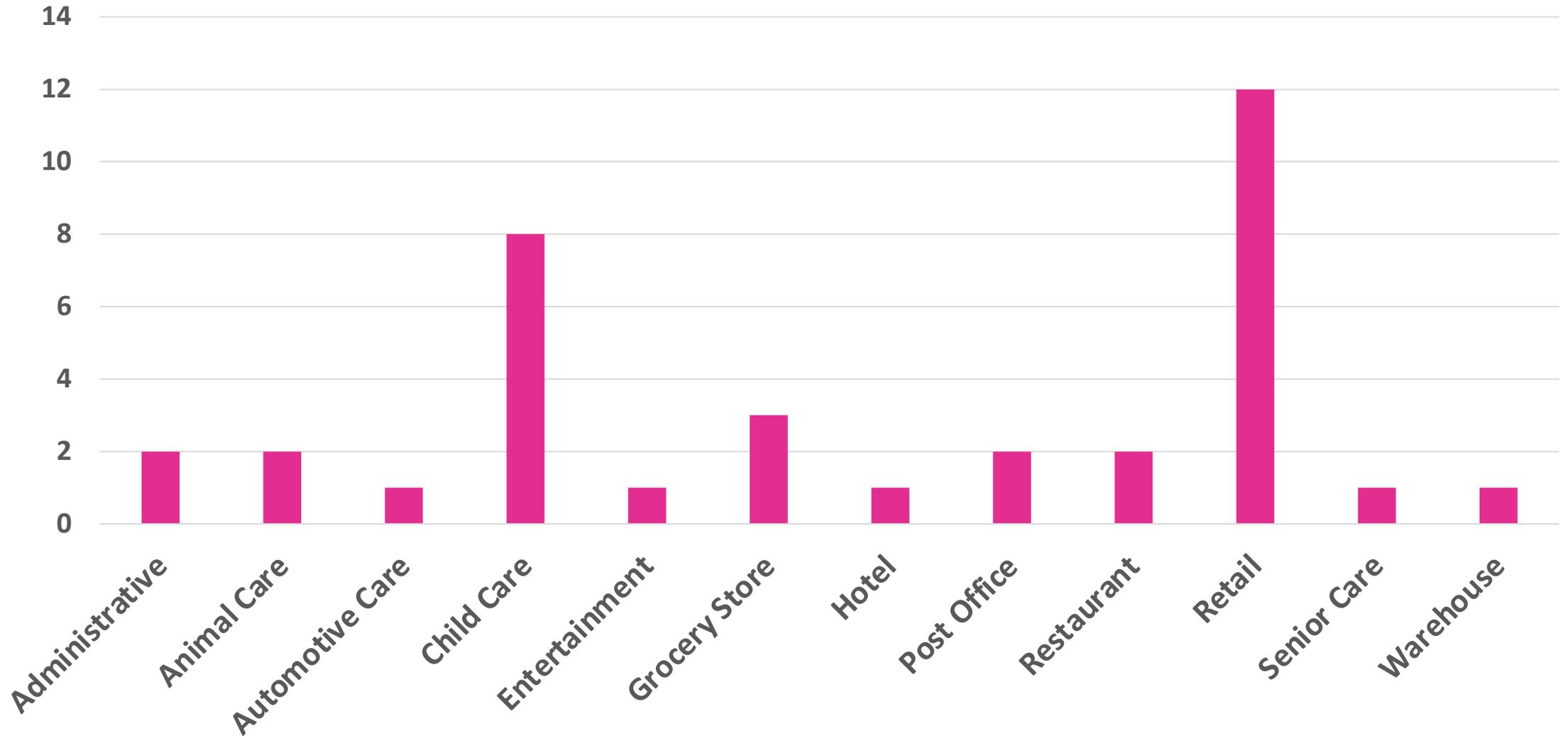
- Embedded employment services within a college certificate program
- Curriculum design
  - Faculty aligned & complementary curriculum
  - Integrated communications and numeracy course
  - In-program homework support
- Personnel to liaise between partner organizations
- Dedicated PTP ES staff to support students
- Seamless transition from CV program upon graduation to PTP, as an ES client or literacy learner



# Current Outcomes

# CV WIL Placements (2023)

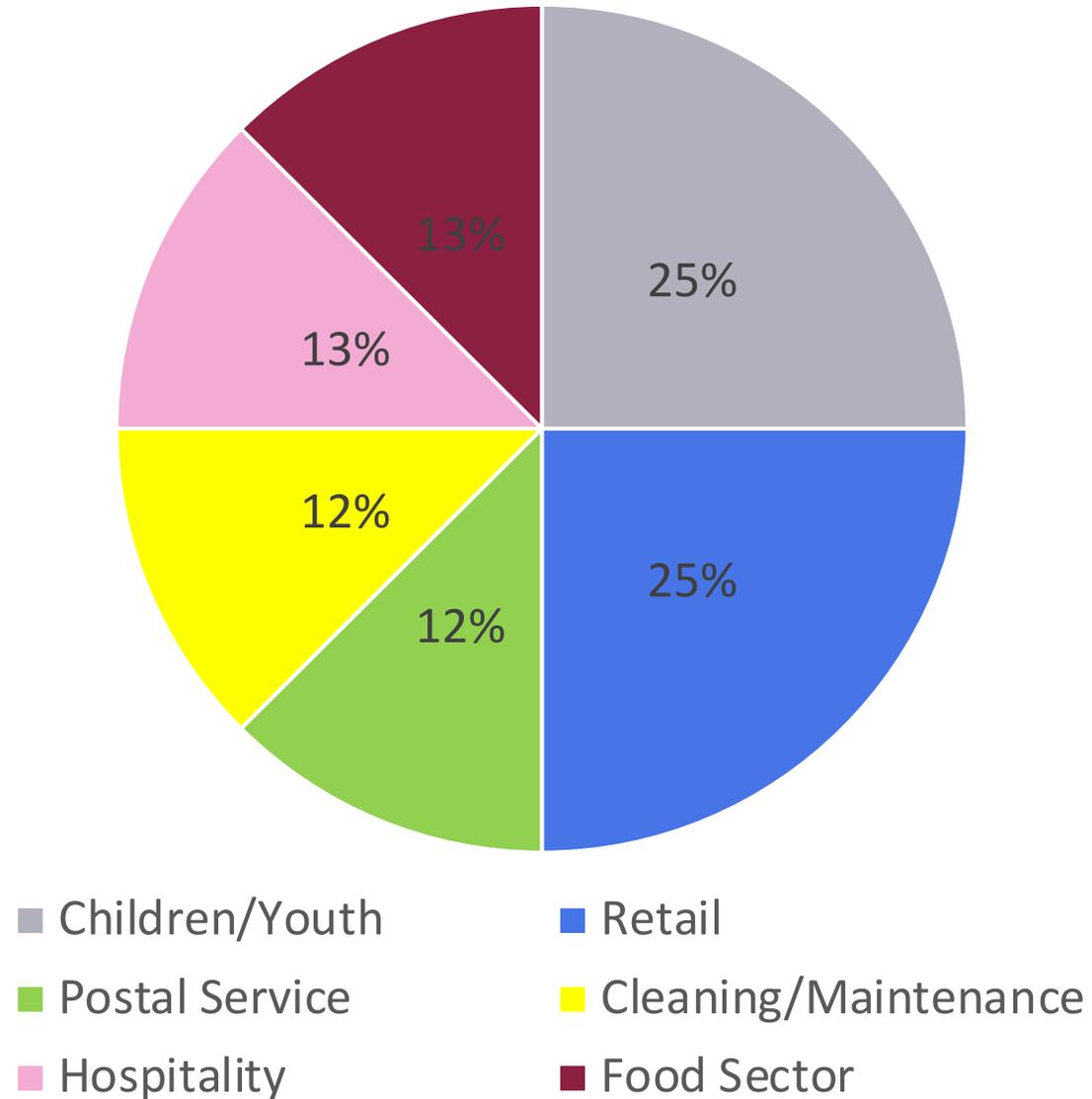
Count of Sector



# 2022-2023 CV Graduates who Pursued Employment

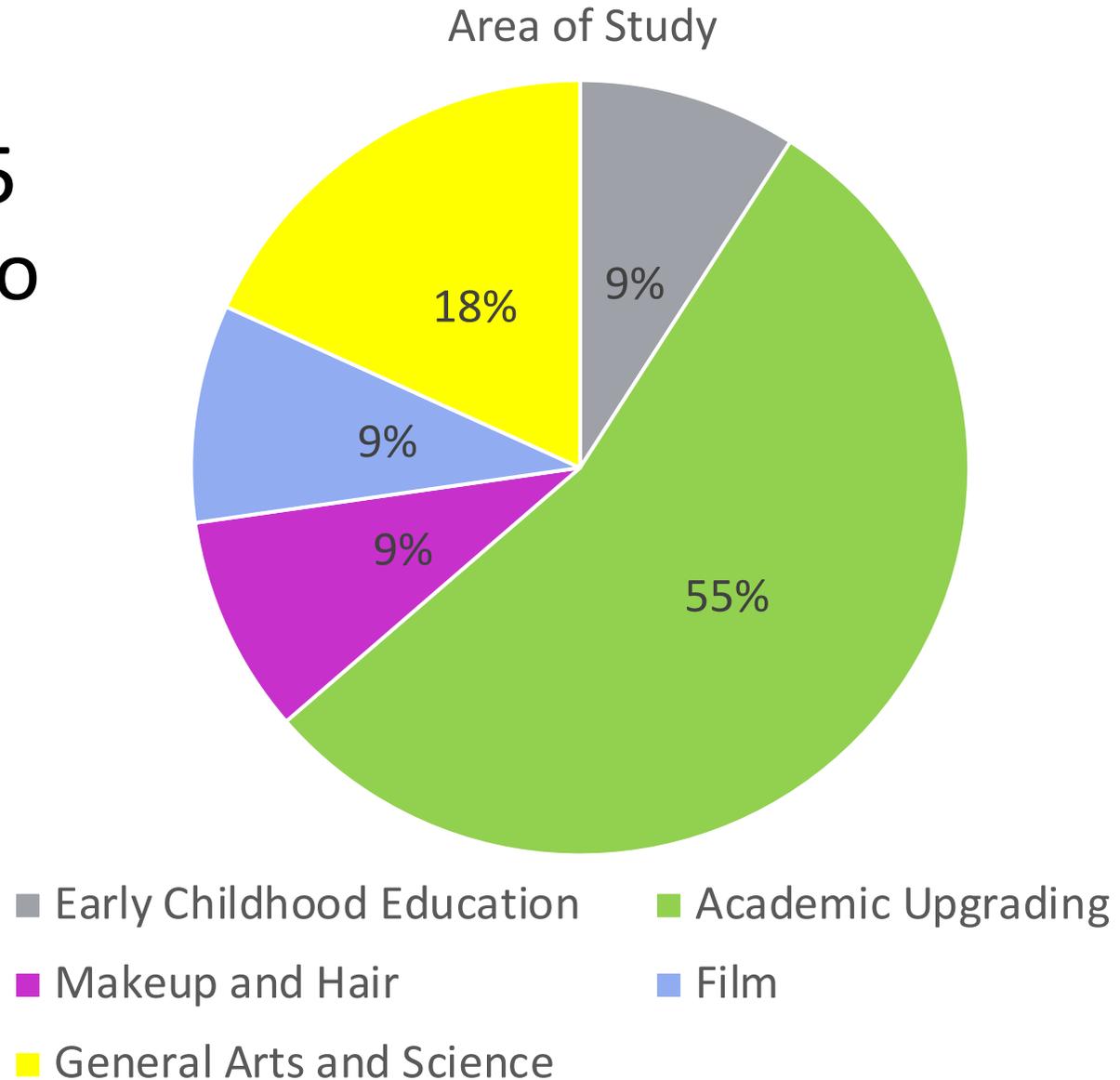
Currently, 9 out of 35 or 26% of students who had intended to pursue employment were successful

Employment by Sector



# 2022-2023 CV Graduates 'who Pursued School

Currently, 11 out of 35 or 31% of students who intended to pursue further training were successful



# 2023-2024 Cohort In Progress

Students are currently completing 4 courses

- Communications and Math
- Digital Skills
- Personal and Professional Dynamics
- Transitions to Work
- Homework Space

Employment Services workshops and supports:

- Employer/Industry guest speakers
- Resumes, cover letters, interview skills
- 1-1 conferencing identifying areas of interest for WIL placement
- Targeted work placement search

**Continuous Improvement for 2023-2024**

# Communications Tools

## Student Recruitment Flyer

## Employer-facing Brochure

Are you an Ontario youth with a mild intellectual disability?

### GET READY TO GET HIRED

A college vocational program that prepares you for the world of work. Learn essential skills needed for today's workplace and explore your interests and values.



#### Benefits:

- ✓ **Learn at George Brown College**  
Develop and strengthen the knowledge, skills and abilities needed for the future workforce, such as math, reading, writing and communication. OSAP funding eligible!
- ✓ **Receive expert support with Co-op & Job Search**  
Build job search skills right away with help from PTP's employment services experts, and gain valuable work experience and connections to employers upon graduation.
- ✓ **Graduate with an Ontario College Certificate**  
Receive a certificate that shows employers you are ready for the world of work.

#### Program runs:

September, 2023-April, 2024

#### Eligible to:

Ontario youths between the ages of 18 and 30 with an identified mild intellectual disability and Ontario Secondary School Certificate or equivalent, or Mature Student Status.

Register for an information session at [college.vocational@georgebrown.ca](mailto:college.vocational@georgebrown.ca)

Last year, 3 out of every 4 students seeking work or further education & training achieved their goals!



Add Value, Improve Productivity and Enhance Workplace Diversity  
**Hire George Brown Graduates with Mild Intellectual Disabilities (MID)**

#### Did you know:

Close to one quarter of Canada's population identify as persons with disabilities, making up a significant untapped labour pool



#### Proven Success hiring persons with MID:



90% of employees with disabilities perform equally or better than their non-disabled coworkers

90%

75% of small business owners who have hired people with disabilities say their employees meet or exceed expectations

75%

Retention rates are 72% higher among people who live with a disability compared to their non-disabled counterparts

72%

Sources: [www.accessibleemployers.ca](http://www.accessibleemployers.ca)

Grads have been hired in entry level jobs across all sectors\*

#### Benefits to you:

**Reduce Costs**  
Improve long-term retention and reduce turnover costs by hiring graduates with recent workplace experience

**Increase Profitability**  
Increase productivity with dependable employees who are well-prepared with relevant essential skills, including workplace reading, writing, math and working in teams

**Be a Leader**  
Build a more inclusive, equitable and diverse workplace in your community



To learn more, visit [ptp.ca](http://ptp.ca)



# Online Employer Engagement via PTP's Website

 **Adult Learning and  
Employment Programs**

Home / Hire a College Vocational Graduate

## Hire a College Vocational Graduate

### Hire for the long term, reduce costs, and enhance workplace diversity

#### Hire graduates with mild intellectual disabilities through PTP

PTP's employment services team prepares recent graduates of George Brown's **College Vocational program** to transition successfully to the workplace. When you hire these graduates, you get employees who benefit from PTP's extensive expertise, knowledge, and ongoing support, all at **no cost to you**.

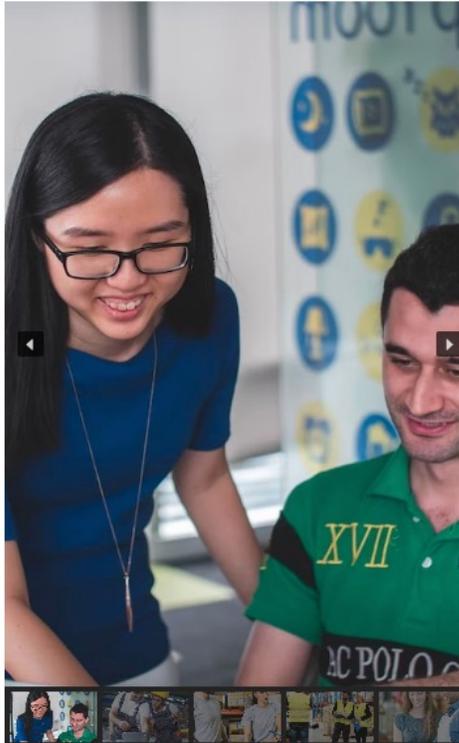
#### Hire well-trained, enthusiastic workers

Contact Milena at [milenal@ptp.ca](mailto:milenal@ptp.ca), or fill out the form below to have one of our job developers contact you:

Name (required)

Telephone Number (required)

Email (required)



# Awareness-Raising

- Presentations at the CESBA (Continuing Education School Board Administrators) and ODEN conferences



**RDC23**  
Rethinking Disability Conference

**DEVELOP | CONNECT | ENGAGE**

↪ **SAVE THE DATE** ↩

 **ODEN**<sup>®</sup> | Sheraton Parkway Toronto North  
9005 Leslie Street, Richmond Hill, Ontario

**NOVEMBER**  
**13-15**



EMBRACING  
**TRANSFORMATION**  
CESBA Conference 2023  
December 6-7

ACCUEILLIR LE  
**CHANGEMENT**  
Conférence de CESBA 2023  
6-7 décembre

# New additions

- Second PTP Employer Liaison / Job Developer
  - to assist with job placements and post-graduation job search
- Research Report
  - describes all aspects of the program and ways to improve outcomes

# **Broadening Audience**

## **Ministry Announcement of PTP-GBC project**

### **Ontario Launches Free Job Training for People with Disabilities**

May 29, 2023 – Announcement of the SDF was released and PTP was mentioned as a recipient.

June 29, 2023 – Minister Cho and Etobicoke / Lakeshore MPP Christine Hogarth visited PTP West to announce the funding in person and to speak to students and staff.

Link to video here: <https://www.youtube.com/watch?v=xy3XbM-G0oY>.





Photos from the Ministers' Visit  
June 29<sup>th</sup> 2023

# College Vocational Video..

This video was produced by PTP, with last year's students & PTP Job Developer.



The **GBC College Vocational** program meets the employment preparation needs of students who are neurodiverse or who live with a mild intellectual disability.

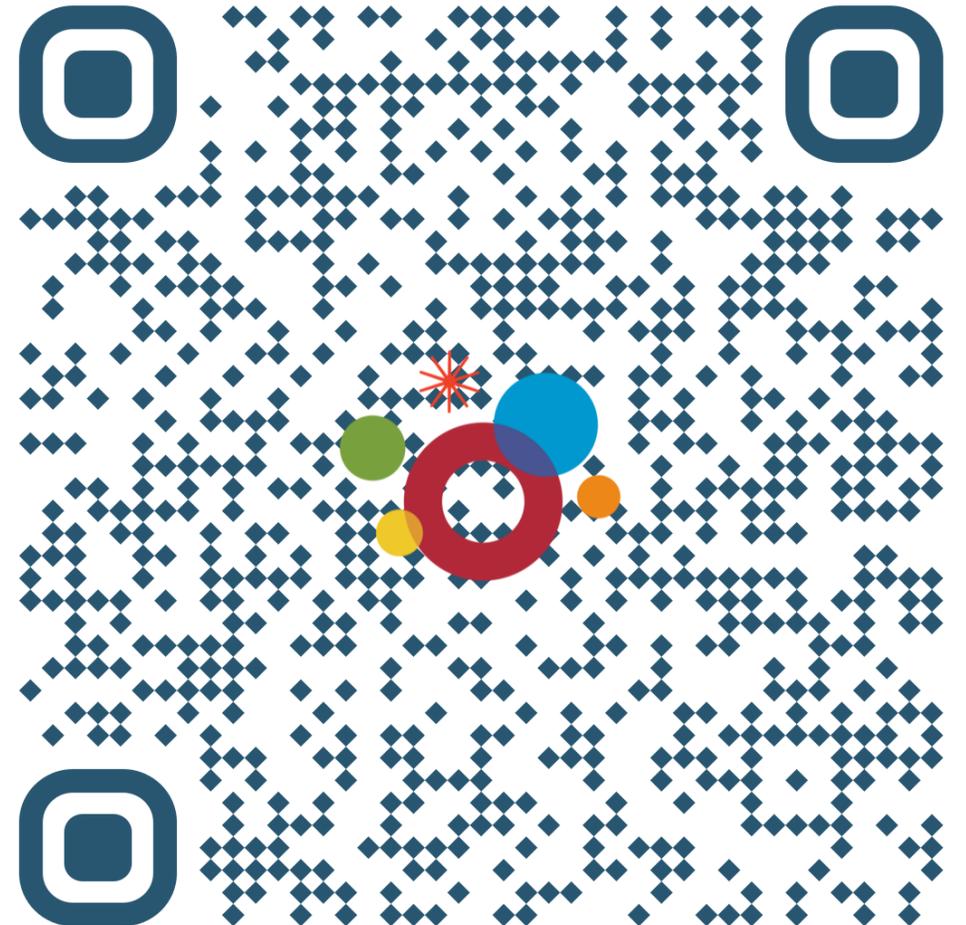
PTP and GBC are working together in  
new and innovative ways  
to advance the career aspirations  
of Youth with Disabilities.

Thank you for joining us today!

# Evaluation Surveys | Sondages d'évaluation

Provide your feedback with the  
QR codes or visit  
[cesba.com/2023surveys](https://cesba.com/2023surveys)

Donnez vos commentaires avec  
les codes QR ou visitez  
[cesba.com/2023surveys](https://cesba.com/2023surveys)



# Coming up next | À suivre

9:30 a.m. – 9:50 a.m.	Break   Pause
9:50 a.m. – 11:00 a.m.	Workshops Block A   Atelier bloc A
11:00 a.m. – 11:20 a.m.	Coffee break   Pause-café
11:20 a.m. – 12:30 p.m.	Workshops Block B   Atelier bloc B
12:30 p.m. – 1:30 p.m.	Lunch break   Pause déjeuner
1:30 p.m. – 2:40 p.m.	Workshops Block C   Atelier bloc C
2:40 p.m. – 3:00 p.m.	Coffee break   Pause-café
2:40 p.m. – 3:00 p.m.	Final plenary   Plénière finale
3:00 p.m.	Adjourn   Ajourner

# Workshops Block B | Atelier bloc B

<b>B1 - Central PLAR Programming for Secondary Students: One School Board's Model</b>	<b>Mountbatten A</b>
<b>B2 - Continuing Education Funding: Tips of the Trade</b>	<b>Mountbatten B</b>
<b>B3 - Building Partnerships for Strong Programs and Supported Communities</b>	<b>Seymour</b>
<b>B4 - Resolved Trauma vs. Unresolved Trauma: A Story of One Indigenous Family</b>	<b>Gerrard</b>
<b>B5 - Pathways to Employment: The Gold Standard for Inclusion</b>	<b>Stevenson</b>
<b>B6 - Heading Out From High School</b>	<b>Baker</b>
<b>B7 - Selecting Teaching Resources with an Equity Lens</b>	<b>Windsor</b>



**EMBRACING  
TRANSFORMATION**

CESBA Conference 2023  
December 6-7

**ACCUEILLIR LE  
CHANGEMENT**

Conférence de CESBA 2023  
6-7 décembre

**For more information please contact:**

**Jennifer Dewar**

[jdewar@georgebrown.ca](mailto:jdewar@georgebrown.ca)

