



**FORWARD
TOGETHER**

CESBA Conference 2024
December 4-5
CELEBRATING 25 YEARS

**AVANCER
ENSEMBLE**

Conférence de CESBA 2024
4-5 décembre
CÉLÉBRONS NOS 25 ANS

Inclusion and Employment Awareness

*Building An Employment Transition Path for Students with
Developmental/Intellectual Disabilities*

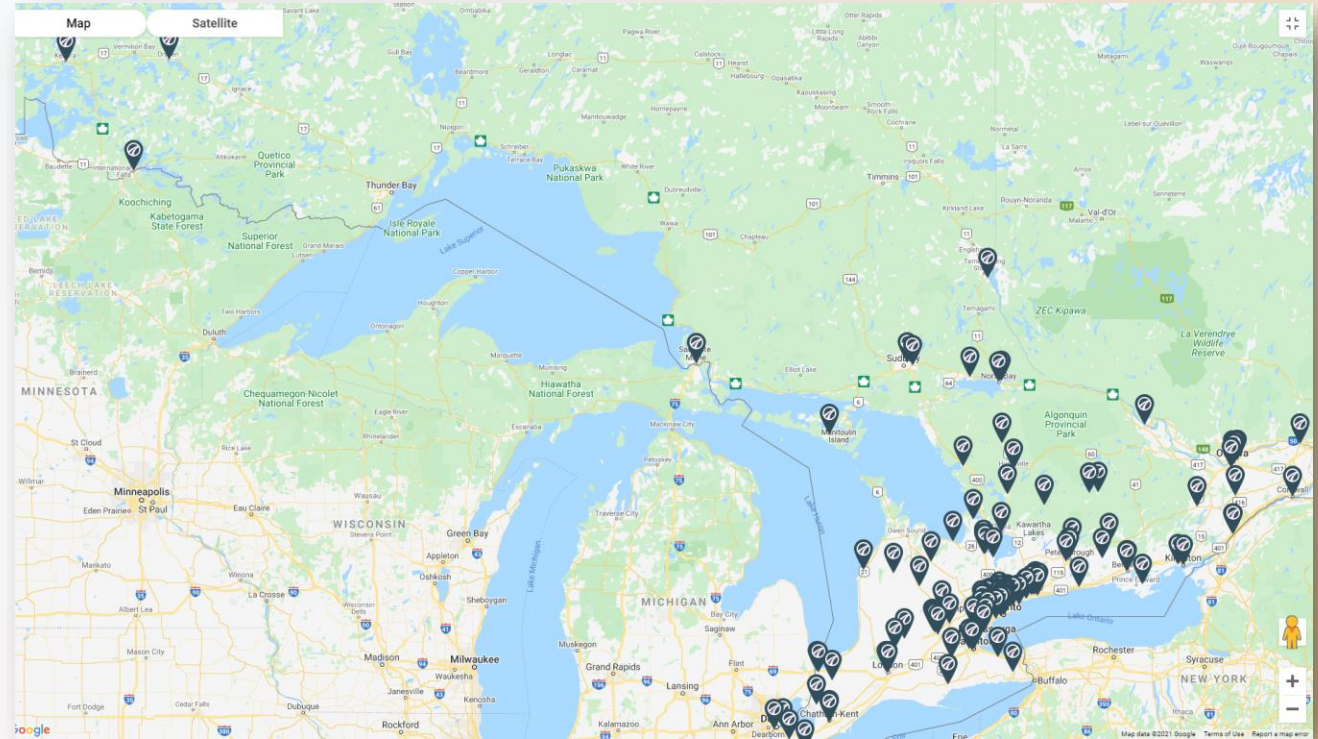
Presenters: Jennifer Crowson & Ingrid Muschta



Ontario Disability Employment Network

ODEN is a network of employment service providers united to increase employment opportunities for people who have a disability.

Members are from every corner of the province and support people of all disability types.



Over 130 member agencies across Ontario



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Why do you work?



- Take three pieces of paper
- On the first paper, write the **top # 1** reason **WHY** you work –be honest!
- Write reason **# 2** on the second paper
- Write reason **# 3** on the third paper

Vision of the Canadian Youth Success Strategy

That all youth in Canada who have an intellectual and/or developmental disabilities are prepared and supported for a future that includes meaningful employment



Sarah, Customer Services, Sobeys -Ontario

“ Work to me means that I am already starting to accomplish some of my life goals. I enjoyed being able to make decisions about what I would spend my money on. I enjoyed working where so many other students also have part-time jobs. ”



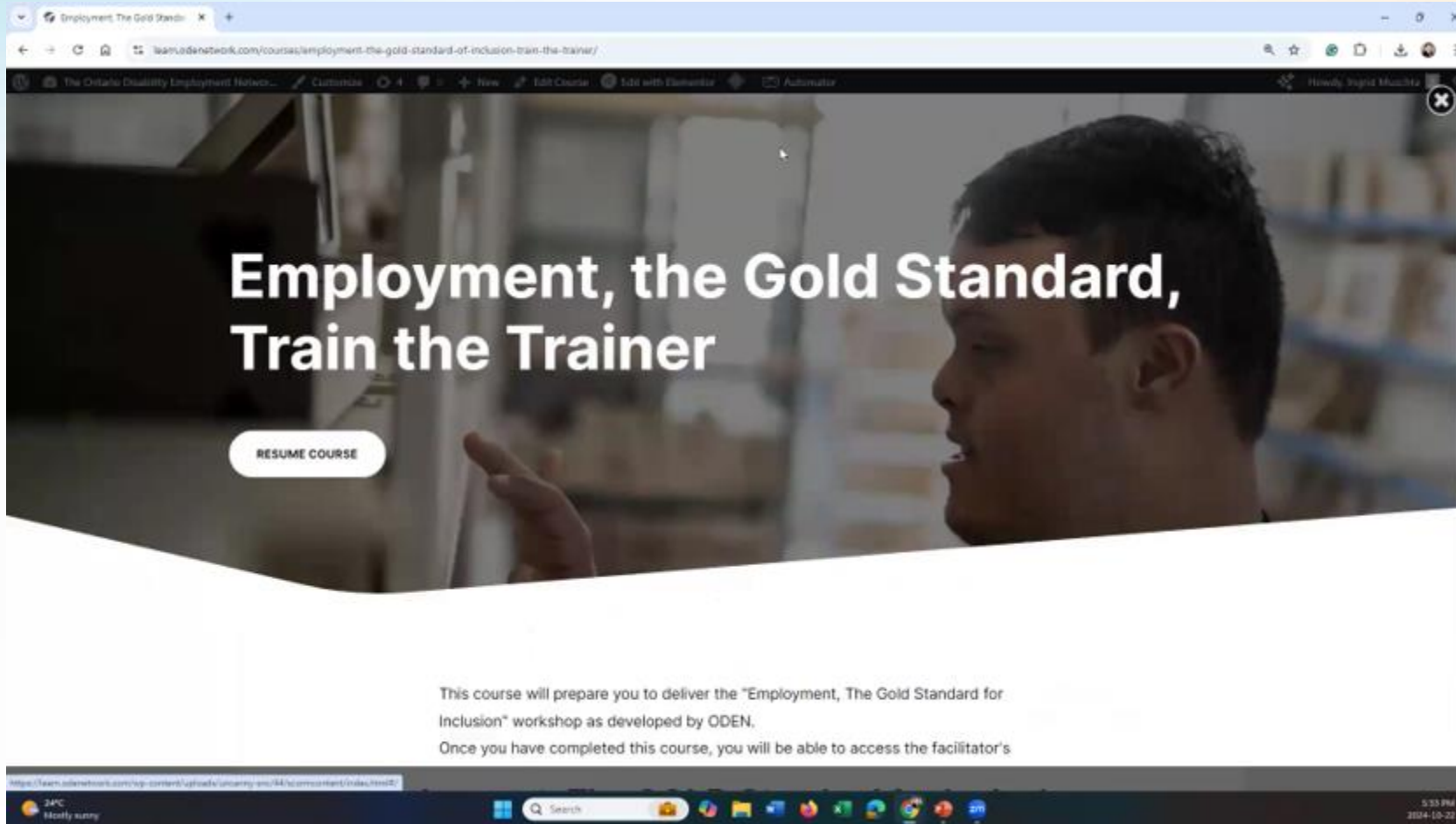
Resources created by the Canadian Youth Success Strategy

1) Train the Trainer – Employment the GOLD Standard for Inclusion (Family Workshops that OTHERS can deliver in their communities)

2) Employment Discovery Program For Rural Communities

3) Understanding Disability and Intersectionality

Train-the-Trainer Module



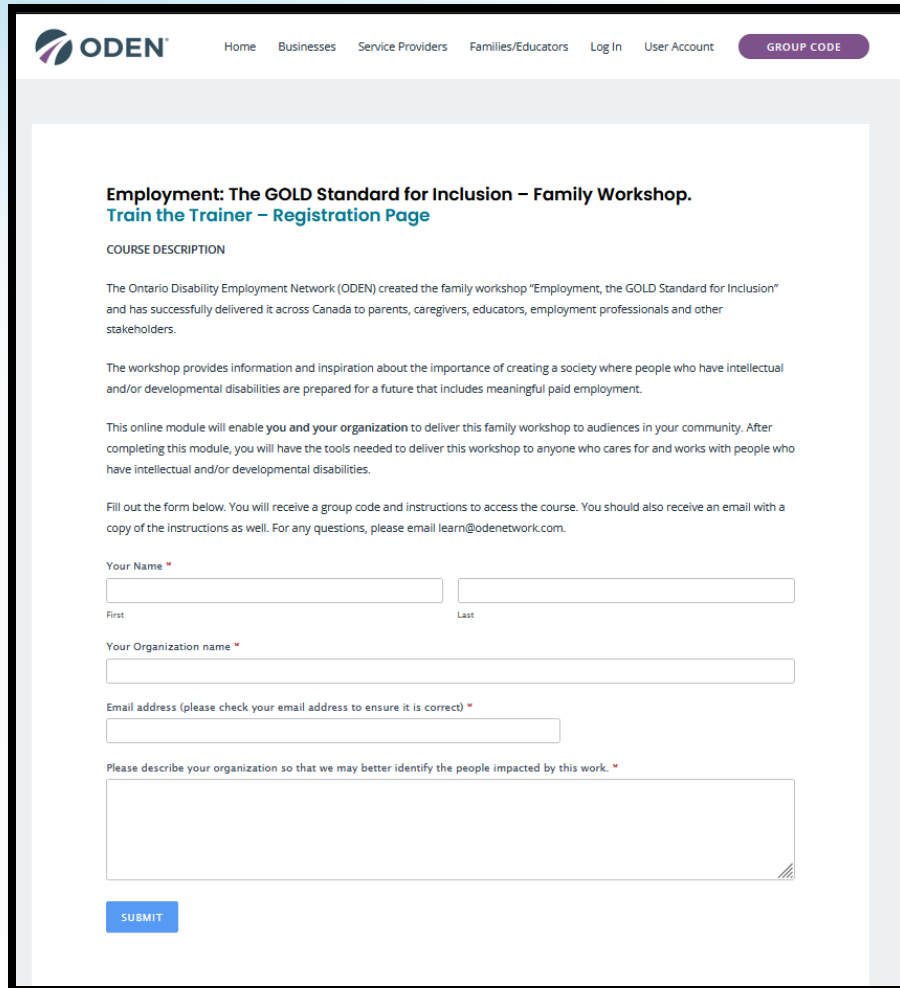
Employment, the Gold Standard,
Train the Trainer

RESUME COURSE

This course will prepare you to deliver the "Employment, The Gold Standard for Inclusion" workshop as developed by ODEN.
Once you have completed this course, you will be able to access the facilitator's

24°C Mostly sunny 5:55 PM 2024-10-22

Accessing the Train-the-Trainer Module (YSS-Year1)



The screenshot shows the ODEN website interface. At the top, there is a navigation bar with links for Home, Businesses, Service Providers, Families/Educators, Log In, and User Account. A purple button labeled 'GROUP CODE' is visible in the top right. The main content area features the title 'Employment: The GOLD Standard for Inclusion - Family Workshop' and a link to the 'Train the Trainer - Registration Page'. Below this is a 'COURSE DESCRIPTION' section with three paragraphs of text. The first paragraph states that ODEN created the workshop and has delivered it across Canada. The second paragraph describes the workshop's focus on creating a society where people with disabilities are prepared for meaningful employment. The third paragraph explains that the online module will enable users to deliver the workshop to their communities. Below the text is a registration form with fields for 'Your Name' (split into First and Last), 'Your Organization name', 'Email address', and a text area for 'Please describe your organization'. A blue 'SUBMIT' button is at the bottom of the form.

Visit ODEN's Learning Centre at

<https://learn.odennetwork.com/employment-the-gold-standard-for-inclusion-registration-page/>

OR VIA QR CODE BELOW



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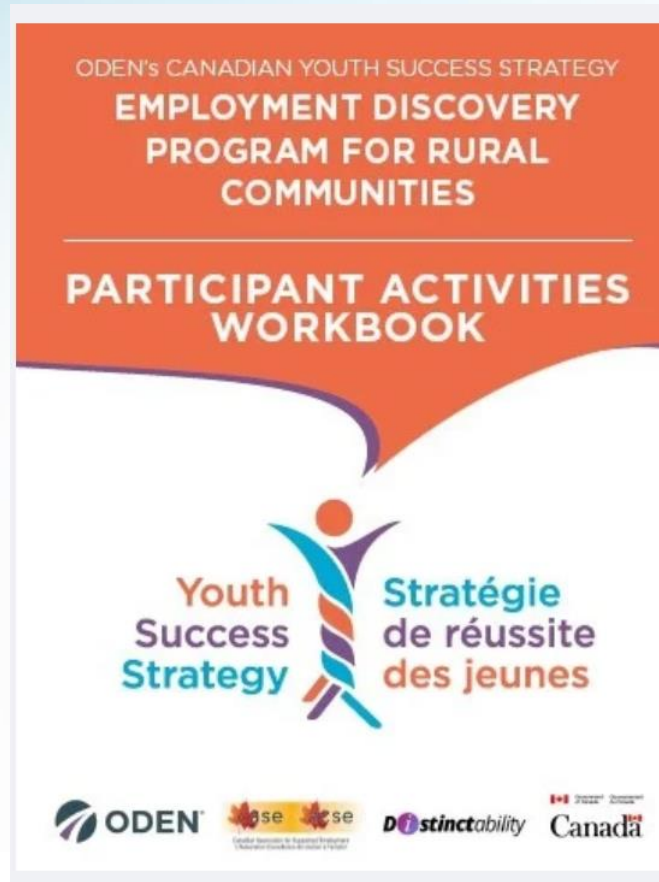
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Access Employment Service Delivery Resources (YSS – Year 2)

Visit ODEN's Learning Centre at

<https://learn.odennetwork.com/youth-success-strategy-year-2-resources/>

OR VIA QR CODE BELOW



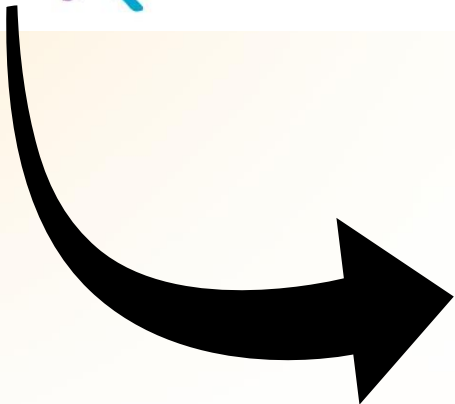
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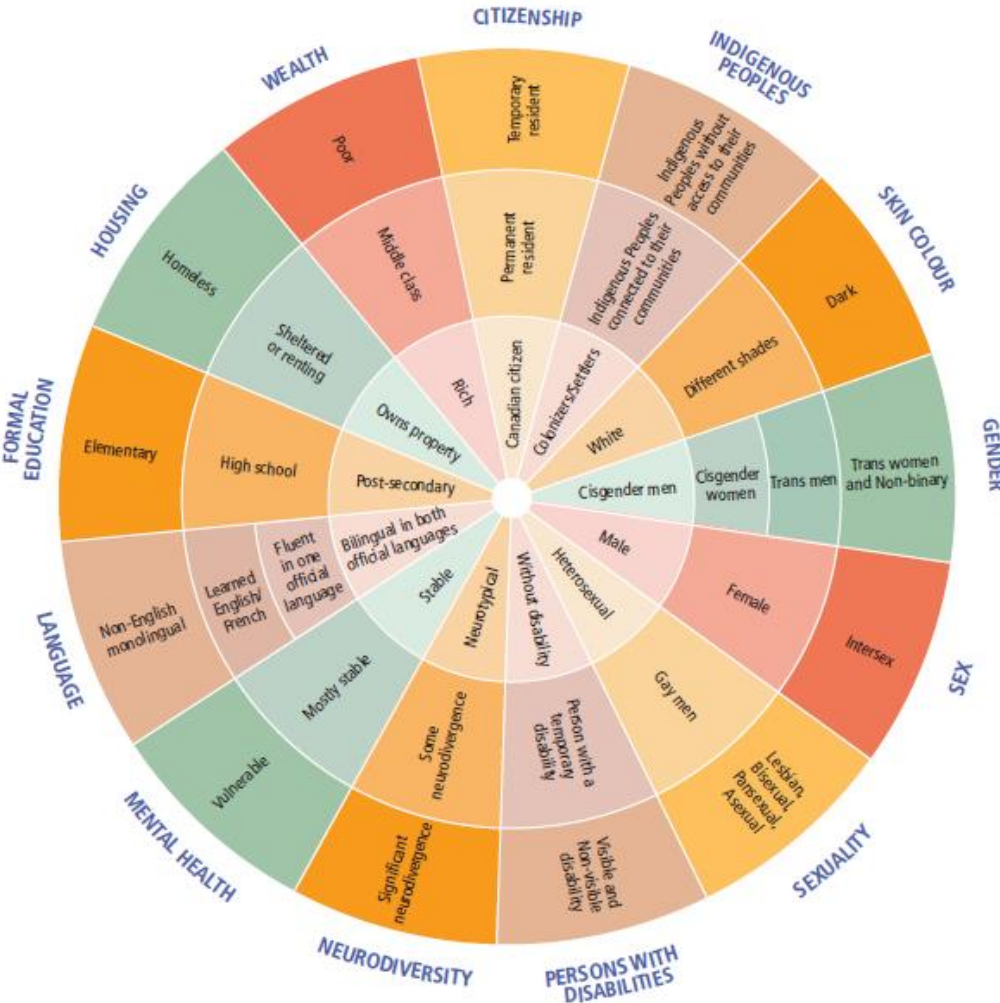
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Intersecting Identities:
Understanding
Intersectionality and Disability

FACILITATOR TOOLKIT



WHEEL OF PRIVILEGE AND POWER
(the closer you are to the centre, the more privilege you have)

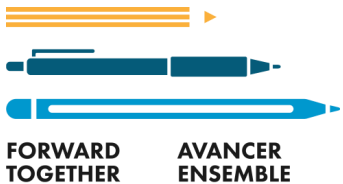


Note: the categories within this wheel are only examples in the Canadian context, and we should not limit ourselves to them. Intersectionality is a broad concept, and this tool is only a beginning point.



Inclusion And Employment Awareness

Funded by:



Inclusion and Employment Awareness Project Background

ODEN asked to develop resources that support transition from school to employment for students who have developmental disabilities.

This project will:

- Create resources that will help to facilitate the transition from school to employment for students with developmental disabilities.
- Focus on providing evidence-based transitional practices and processes and ensuring students and families/caregivers across Ontario have access to necessary information and support.
- Identify and address barriers faced by students throughout their educational journey and offer recommendations for pathways to employment.
- Develop and implement self-directed learning modules for teachers on inclusion, and deliver presentations aimed at enhancing responsibility and support during transitions for both families/caregivers and schools.
- Provide a tip sheet for teachers and families/caregivers to navigate difficult conversations and have supportive conversations.

Resources for Families – Learning Module “Raising Expectations”



Raising Expectations: Starting A Pathway to Employment.

A learning module for students who have a families and caregivers of a child who has a developmental and/or intellectual disability. The content helps families and caregivers consider how to support skill building that can prepare children for employment after high school. **We encourage families of children of ANY AGE to access the learning module.**

The module also allows users to download a PDF copy of the **Family Handbook** – a guide to support skill development, explaining what resources are available to families and caregivers, throughout the educational journey of their child.



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Resources for Educators – Learning Module “Employment The GOLD Standard”



Employment the GOLD Standard for Inclusion

A learning module for educators and school staff involved in the education of a child who has a developmental and/or intellectual disability to consider how best to support skill building that can prepare their students for employment after high school. It is about starting a pathway to employment at an early age.

The module also allows users to download a PDF copy of the **Family Handbook** – a guide to support skill development, explaining what resources are available to families and caregivers, as well as educators, throughout the educational journey of their child.

Resources for Educators– Learning Module “DACT for Educators ”



Disability Awareness and Confidence Training for Educators and School Staff

A learning module for educators and school staff involved in the education of a child who has a developmental and/or intellectual disability to consider how best to support skill building that can prepare their students for employment after high school. It is about starting a pathway to employment at an early age.

The module also allows users to download a PDF copy of the **Family Handbook** – a guide to support skill development, explaining what resources are available to families and caregivers, as well as educators, throughout the educational journey of their child.



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A woman with brown hair tied back, wearing an orange button-down shirt and a dark apron, is smiling broadly and looking towards a man. The man has Down syndrome, is wearing glasses, a blue denim shirt, and a dark apron, and is smiling back at her. They are standing behind a wooden counter in a cafe or kitchen. The background features shelves with various coffee-making supplies like mugs, filters, and a coffee machine. In the foreground, there are several glass jars, some containing snacks, and a carton of milk on the counter. The lighting is warm and indoor.

**Disability Awareness &
Confidence Training**
Introduction

People Who Have Disabilities – Statistics

- 16% of the World Population¹
- 27% or 8 million Canadians²
- 20% of Canadian youth have a disability³.
- In Ontarians, 28% people or **3.8 million people** ⁴
- 50% have post-secondary degrees/diplomas ⁵
- 53% of population directly affected ⁶

“**Ableism** is a set of negative attitudes, beliefs, and actions that consider disability as “not normal” but also less valuable in society.

The impact of ableism is the exclusion of people with disabilities, so we cannot achieve our collective goals of equity and inclusion without eliminating ableism.

This means shifting our conscious and unconscious beliefs, from viewing disability as negative and abnormal to seeing it as a universal and natural part of the spectrum of human diversity.”

Centre for Innovation in Campus Mental Health

Intersectionality – What is it?



CASE STUDY

Condélisa, a parent of a student in your class asks to speak with you. She is a black, middle-aged woman. She tells you that she is from Ghana, Africa and has been in Canada for the past four years. Her son, in your class, has Autism. She tells you how in her culture, people who have disabilities are more often kept at home, she cannot ever imagine him working and she has enough challenges trying to encourage him to attend school. She feels that preparation for employment does not apply him.

Consider the following questions:

1. How do you respond in a way that reflects empathy and understanding?
2. Reflect on what is informing your response?

Unconscious Bias

- Biases are created by our brains to sort complex information – sorted into “buckets”
- Everyone holds unconscious beliefs
- Unconscious bias are triggered by our brain making quick judgements



Reflection

Think about a time when a decision you made or something you said was informed by a bias you hold. We have all done this. It is something to be ashamed of, it is something to think about and consider how it may negatively impact your work with others.

Think about what you can do to challenge biases you may hold – for example, if you believe that people who have developmental disabilities are not smart enough to work, ask yourself **why**?

Look for and consider the evidence that shows us how well people who have developmental disabilities can perform at work when their functional needs are considered.

Share this evidence with others to change and challenge stereotypes.

Microaggressions

- Verbal
- Behavioural
- Environmental

*“I’m OCD
about my
workspace”*

*“Wow, I can’t
believe that
you drive”*

*“Can you hear
what I am
saying?”*

*“keep to the
point”*

*“How can you
miss that! Are
you blind?”*



Stereotypes & Perception

- Daily experiences and how we organize information
- But we may be erroneously packaging the information
- Stereotypes & Perception are associated and can create more barriers

EXERCISE – Perception and stereotypes



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Disability is **complex**, it is **personal**, and the impacts are unique to each person. But how disability is understood will impact how it is addressed in the workplace.

ODEN promotes the World Health Organization (2001) definition of disability with a *focus on the **interactions** a person who has a disability has with his or her **environment**.*

Disability is then a **mismatch** of a person's needs with the design of a product, the built environment, services or systems.

The Importance of Language

Labels And Disability

- Labels are phrases or names applied to a person.
- There is a risk with labels and disability in that they can, at times, be medically based.
- Labels are used to try and bring understanding to a situation or a person's experience.
- The risk is that we tend use labels without much reflection or thought on how they may affect people.

The Importance of Language

Labels And Disability

- Labels do not tell us much about the person!
- **Emphasis** should be **on the person** – not the disability
- **Disability** is only one aspect – **doesn't define people**

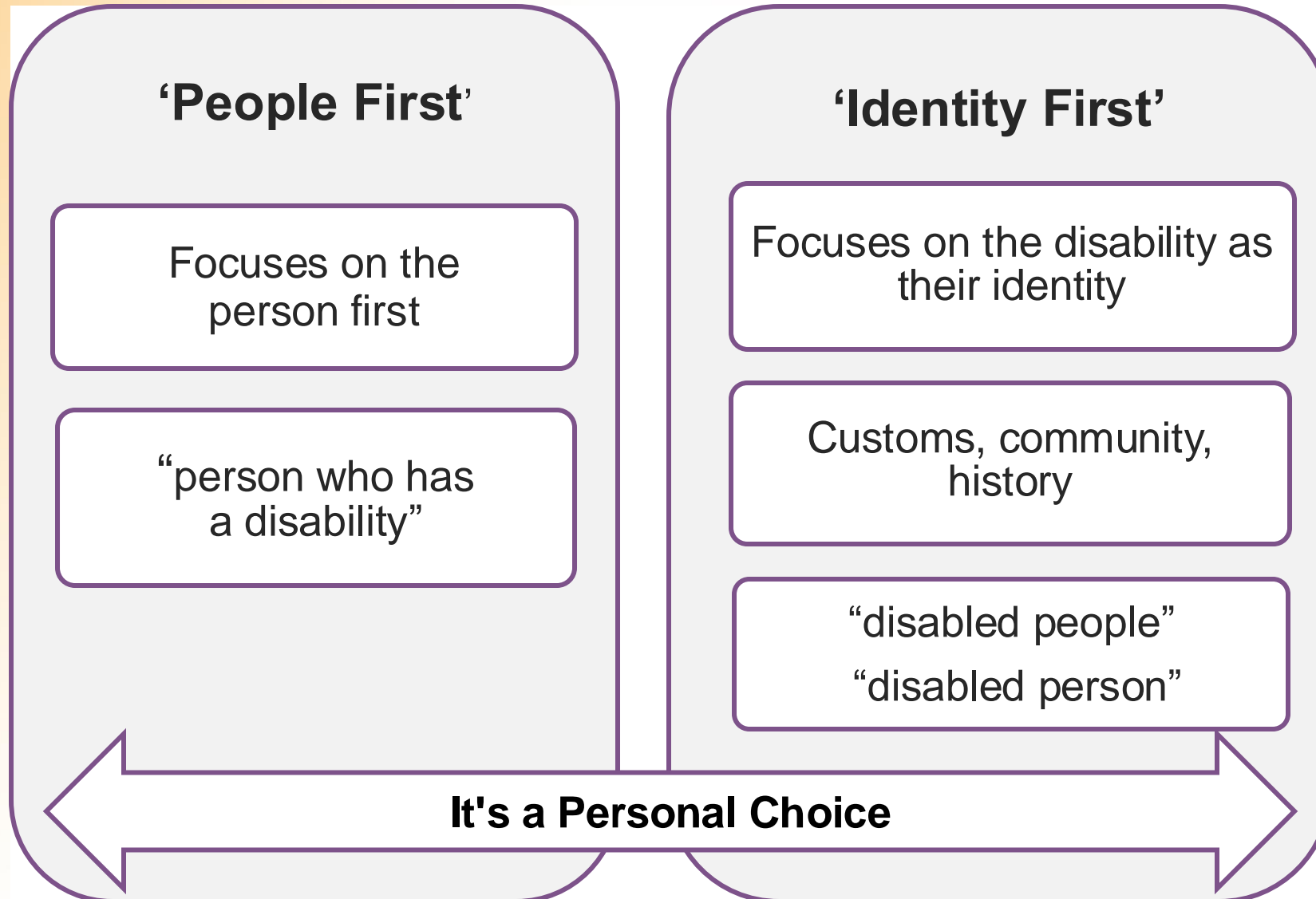
What are some labels associated with people who have a disability?

That boy is special needs



DISABILITY IDENTITY

PEOPLE FIRST & IDENTIFY FIRST LANGUAGE



Resources for Youth who Have A Developmental Disability– Learning Module “Employment Discovery”



Employment Discovery for Youth Who have Developmental Disabilities

A learning module for students who have a developmental and/or intellectual disability who are looking for resources to learn more about what they are good at. The module has several activities that educators can use to help support employment for students in their school.

Employment Discovery helps young people find out what they like and what they're good at before they start working. By trying different activities and assessments, you can learn about your strengths and what kinds of jobs might be a good fit for you.



Registration to Access Learning Modules & Resources

Visit ODEN's Learning Centre at

<https://learn.odenetwork.com/resources-families-educators/>

OR VIA QR CODE





INCLUSION AND EMPLOYMENT AWARENESS

Accessible, digital resources for families, educators, and students across Ontario to assist and address transitions for students with developmental disabilities, at all stages of their school journey, so that employment is considered a viable goal following graduation.



A project funded by Ontario's Ministry of Education and that has allowed the creation of resources including:

- A family/caregiver resource handbook to support the development of employment skills at different stages of the school journey.
- A learning module for families, "Raising Expectations: Starting A Pathway to Employment".
- A learning module for students and youth who have a developmental disability, "Employment Discovery".
- Two learning modules for educators and school staff, "Disability Awareness & Confidence Training (DACT)" and "Employment The GOLD Standard For Inclusion".
- Case studies on partnerships between schools and employment service providers.
- And more!

Register to access these
FREE resources!



[https://learn.odennetwork.com/
resources-families-educators/](https://learn.odennetwork.com/resources-families-educators/)

RESOURCES IN FRENCH AND ENGLISH



Email
info@odennetwork.com

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www.odennetwork.com



Please share!!

[https://learn.odennetwork.com/
inclusion-and-employment-
awareness-project-poster/](https://learn.odennetwork.com/inclusion-and-employment-awareness-project-poster/)





THE HIRING CHAIN performed by **STING** | World Down Syndrome Day 2021
<https://youtu.be/SKku4RAWa4M>

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www.odenetwork.com

Tell us what you think!

Visit:

www.cesba.com/2024surveys

or use the QR code to share feedback on this workshop.



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Thank you

Merci



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