

EMPLOYER OF THE YEAR - METRO LOGISTICS

Each year, Community Living Mississauga's Employment Resource Centre recognizes an employer who exemplifies our mission, vision and philosophy through providing employment opportunities, promoting natural supports within the workplace and supporting employees with their professional growth and development. This year, it was our pleasure to present this award to Metro Logistics.

Community Living Mississauga's Employment Resource Centre approached Metro Logistics in the Spring of 2016 with a unique opportunity to work with us, as well as the Dufferin-Peel Catholic District School Board. The opportunity was to support a student in their final year of high school to complete a co-operative education placement at their facility with the intention of hiring that student upon graduation should they meet their expectations. Metro Logistics welcomed this opportunity and immediately agreed to meet with a potential student.

Bradley met with Metro Logistics and it was an instant connection. Maureen Dakin and Michele Hughes met with Bradley to discuss his employment goals, interests and skills. Before the meeting was over, he was invited to BBQs and to play on their summer baseball team.

"From the onset, Metro Logistics



resonated as a champion employer - committed to fostering a warm, welcoming and friendly environment for everyone and open to new ideas that benefit their business practices," says Krstina Bosancic, Support Worker with the Employment Resource Centre who initiated contact with Metro Logistics.

Bradley was welcomed to the team and was not only able to master his job as a Warehouse Associate, packing and wrapping skids, but also built connections with his co-workers. In June 2016, Bradley was offered full-time employment with Metro Logistics.

"June 20th will be a year since I started working at Metro Logistics. I am happy at work and I enjoy what I do," says Bradley.

"Bradley is a leading role model and a proven example that anyone who has an intellectual disability can fulfill the functions of an individual without, with proper leadership and support. He has exemplified that

undeterred commitment, focus and coachability generates great rewards. He started at Metro as a student and has grown to be a teacher and an advocate. Bradley demonstrates consistently that with positive thinking and limitless goals, anyone can achieve anything their heart desires," says Abigail Ramlakhan, one of Bradley's Supervisors.

Metro Logistics continues to provide students with an opportunity to gain work readiness skills and job seekers opportunities for employment, recently hiring three part-time staff and exploring student summer job opportunities as well.

Metro Logistics recognizes the value of inclusive hiring practices and has recently shared an article with their national team promoting the benefits of hiring people who have an intellectual disability. The business case for hiring people who have an intellectual disability includes benefits such as reduced turnover, motivated, reliable and dependable employees and potential for increased business as 87% of people indicate that they would prefer to give their business to companies who practice inclusive hiring.

Community Living Mississauga's Employment Resource Centre is proud to have presented Metro Logistics with the Employer of the Year Award and looks forward to continuing our partnership.

