

Inclusion in Employment

Value of Inclusion in Employment Opportunities

Having employment is an important accomplishment for everyone. It helps people to keep healthy, gain further independence, creates another important social role, and provides the opportunity to meet new people

Inclusive work opportunities help to tear down barriers for individuals. Inclusion happens when we are all actively working towards a common goal, target or achievement. This is when everyone feels important, has equal opportunity, and is valued for their contribution.

Often the times that inclusion occurs most naturally, is when everyone gathers together to do something they are all interested in.

Benefits of Inclusion in Employment

- Earn competitive wages. Your total monthly income will be more than what you currently receive from ODSP.
- Increase in opportunities and more varied opportunities for employment
- Develop and enhance self-esteem
- Develop and maintain friendships with others in your neighbourhood
- Develop and enhance skills
- Increase in acceptance by peers
- Greater recognition of capabilities, skills and successes
- Increase in opportunities for peer mentoring
- Greater, more valued role as a member of the community

Tips to Promote Inclusion in Employment

- Believe that your son or daughter can and should have a job in the community
- Look for natural connections in the community for your son or daughter i.e. where you regularly shop for groceries, buy your morning coffee, rent movies
- Find the “Gate Keeper” at those locations – the person who can help to make the connection between your son or daughter and the person responsible for hiring

Community Living

M I S S I S S A U G A

- Support your son or daughter to practice answering interview questions (in whatever way he or she communicates) and review interview etiquette i.e. shake hands, eye contact
- Model for your son or daughter. Show your son or daughter how to interact with others in a work environment and then fade out as they begin to engage.
- Forget past negative experiences and focus on potential and future successes! If something doesn't work, try something different or someplace new. Sometimes it takes a while to find your niche!