Inclusive Employer Champion

HIRE FOR TALENT

What is the name of the business, sector, where is it?
Coffee Matters is a locally owned and operated chain of coffee shops in and around St. John’s, Newfoundland & Labrador.

How many employees?
We employ 140 people across our nine locations. Five locations employ members of the Vera Perlin Society.

How long in business?
Since 2007

How long have you hired people with disabilities?
2008

How many people with disabilities have you hired?
We currently employ five people, but are aiming to hire at least two more.

Comment on the experience and “added value” to the company by hiring workers with disabilities.

Working with members of the Vera Perlin Society has been truly rewarding in every sense of the word. Our employees with disabilities are some of the strongest, most dedicated workers we have and they show up every day with smiles on their faces, ready to face the challenges ahead.

Beyond their paid work, they bring a level of energy to our team that is unmatched. Being able to work alongside these caring and talented individuals makes everyone’s day a little bit better.

What would you say to an employer who has never hired people with disabilities?

What are you waiting for? Seriously, we love the members of our staff with disabilities. They’re polite, punctual, care about the job they do and always give 100%. Our goal is employ at least one Vera Perlin Society member at each of our locations because we truly believe they enrich our teams so much with their positive presence.

What does an inclusive workplace look like for you?

Our cafe’s are designed to be inclusive to all, no matter your sex, religion, or ability. We’re proud to employ members of all walks of life and feel our teams are strongest when there is a great mix of people and personalities. Working with our employees who have disabilities is a treat because they bring such positive attitudes to work each and every day.

Vera Perlin Society’s mission is to provide quality service and support for all individuals with a Developmental Disability.
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Comment on the experience and “added value” to the company by hiring workers with disabilities.

We have always been committed to giving people a chance. Our workplace team comes from many different places, often overcoming their own challenges to secure employment and contribute positively. Our people have many different viewpoints, which adds a great value to our day-to-day work and team spirit. We meet many job seekers who suffer from anxiety, depression and physical disabilities. We feel that if these people are shown support, guidance and encouragement then great opportunities can be created.

What would you say to an employer who has never hired people with disabilities?

Sometimes a small gesture can make a huge difference to someone, rekindling his or her faith and making him or her feel valued. Showing belief in people can be the biggest investment you can make in a person’s development. In our opinion, being inclusive is the best way to develop a sense of community and retaining an enthusiastic and loyal team.

What does an inclusive workplace look like for you?

An inclusive workplace looks much the same as any other, but the ‘feel and culture’ of the place is very positive, with less workplace clashes and drama and a feeling of genuine support as well as a desire to contribute in a loyal and positive way.

What is the name of the business, sector, where is it?
‘15’ Bar and Grill, Oshawa, ON, Canada.

How many employees?
Five to ten.

How long in business?
Two years.

How long have you hired people with disabilities?
Two years.

How many people with disabilities have you hired?
At least six to ten.

HIRE for TALENT has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.

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Comment on the experience and “added value” to the company by hiring workers with disabilities.

A diverse and inclusive workplace comes with numerous benefits. Productivity can increase as different experiences and backgrounds inject energy and creativity into our workplace. A healthy culture at work improves the quality of life for everyone, and the more people care, the better the product. Improved morale increases our team member loyalty and raises the retention rate of our workforce. Finally, a diverse and healthy workplace culture will attract other potential candidates to our organization as we want to be identified as an employer of choice.

What would you say to an employer who has never hired people with disabilities?

What are you waiting for? Employers are missing out on a golden opportunity to hire well-trained, qualified people who also bring to the job unsurpassed loyalty, dedication, and commitment. Aside from having equal or higher performance ratings compared to workers without disabilities, workers with disabilities have the lowest attrition rates of any employee group. They get the job done, and they stay on the job. There are also many agencies that will work with employers when it comes to training, coaching, and supporting businesses hiring people with disabilities.

What does an inclusive workplace look like for you?

An inclusive workplace, for us, is no different than any workplace! It is a workplace where everyone can succeed in achieving his/her personal and professional goals. It enables us to embrace the uniqueness of backgrounds and perspectives of our team members. It allows us to leverage an individual’s talents to create winning business solutions.
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Comment on the experience and “added value” to the company by hiring workers with disabilities.

Not only has morale improved at each location that the employee visits on a weekly bases, but our managers and sales staff have been commended by customers regarding City Tire & Auto’s commitment to work inclusion. Some customers have even went that extra step to call me personally to show their admiration for our involvement.

What would you say to an employer who has never hired people with disabilities?

We are thrilled with the result and encourage other employers to participate in such an enriching program. Your customers will soon realize your social contribution to the community and will share their experiences with others.

For those potential employers who are reluctant to take the plunge; concerned with the type of work or the work load required for that position - Right from the start Visions Employment Inc. was excited to work with us, determining that the position we’re offering was suitable and prescreening candidates to ensure the possible new-hire was able and willing to complete the job. Even after employment, the Vision’s staff were eager to assist in coaching the employee as well as the management teams at City Tire & Auto, to ensure a healthy long-term connection. We were pleasantly surprised that even a job coach was provided. This was greatly welcomed during the early stages of employment where the employee needed time to learn the job tasks, work schedules, and develop routines. It has been over a year since the departure of his job coach and we see no need to change this anytime soon. The employee keeps busy, takes pride in his work, is meticulous, and incredibly punctual…..all welcomed attributes of an employee.

What does an inclusive workplace look like for you?

An inclusive workplace is one that does not condone any form of discrimination; neither harassment in the workplace or prejudice during interviews; preliminary selections; and job offerings. Inclusion requires an understanding that each person is unique, with unique abilities or the lack-of, which often is accompanied by unconventional way of thinking or procedure. Inclusion is open-minded and non-judgmental.

What is the name of the business, sector, where is it?
City Tire & Auto Centre Ltd.

How many employees?
Currently City Tire & Auto Centre Ltd. employs just over 100 people. During peak seasons they have employed over 120 people (over all 10 locations Province-Wide)

How long in business?
Since October 1977, we are approaching our 40th Anniversary.

How long have you hired people with disabilities?
Since November 2014.

How many people with disabilities have you hired?
This was our first hiring strategy that sought out to hire a person with a disability.
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What is the name of the business, sector, where is it?
ARL Group, which includes Auberge du Soleil, Oasis Residence and Moncton Residence, 3 Special Care Homes in the Greater Moncton area.

How many employees?
We have over 200 employees

How long in business?
Since 2008.

How long have you hired people with disabilities?
For almost 2 years now

How many people with disabilities have you hired?
3 full time and 5 part-time through the Youth for the Future program but they almost all turned out to have full time position once the program was done

Comment on the experience and “added value” to the company by hiring workers with disabilities.
The experience has been really positive. The people at CCRW have been a great help for us at first and they still are today. At first we were not sure on how the seniors would react in regards of people with disabilities, but we’ve been pleasantly surprised. One of the people we’ve hired is deaf and residents are trying to learn sign language to communicate with him!

What would you say to an employer who has never hired people with disabilities?
Not to be afraid to try. Even if a person has disabilities, it doesn’t mean she can’t do the job. Sometimes minor adjustments of the job description may be needed, but nothing is impossible.

What does an inclusive workplace look like for you?
It means that everyone deserves a chance. Employers shouldn’t be afraid to push boundaries to include people with disabilities. Yes it may require a little bit of work on the employer side, but the joy that is brought by those people because you give them a chance, you can’t put a price on that. We’re really proud to say that we weren’t afraid and did the jump and hired people with disabilities and that we will continue to do it.