

# Ready to Work Program

## Youth with disabilities are capable and want to work

### Diversify your workforce. Hire youth with a disability this Summer.

Holland Bloorview Kids Rehabilitation Hospital's *Ready to Work* program can introduce you to a talented group of young workers.

Youth in our *Ready to Work* Program are between the ages of 16 and 26. They are in high school, college or university. They have a wide range of strengths, interests and experiences.

### What do I do?

**Step 1:** Contact us to explore how this collaboration can work. We are very flexible to respond to your questions and needs. We provide profiles of *Ready to Work* youth.

**Step 2:** Discuss job options and your preferred hiring process. We circulate your position description to our qualified candidates.

#### Timeframe:

- *Post-secondary students:* Anytime between May and August for minimum duration of 8 weeks (up to 16 weeks)
- *High school students:* July/August for a duration of 6 to 8 weeks

**Status:** Seasonal - part-time or full-time hours

**Step 3:** Conduct interviews and/or job trials. We can assist as needed.

**Step 4:** We work together to plan how to support your organization and the *Ready to Work* youth in starting a successful employment relationship. This could include: **accessibility consultations**, **job coaching** during training, **staff development** sessions, etc.

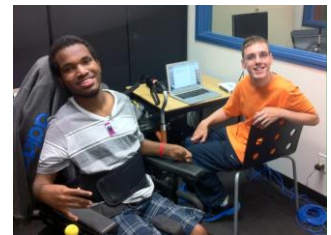
### How will my organization benefit?

**Diversity:** Diverse workforces are innovative<sup>1,2,3</sup>, engaged and client-focused<sup>2</sup>. Diversity is a recognized best practice in human resources management.<sup>2</sup>

**Team-building:** Young workers bring enthusiasm to the workplace. Existing employees enjoy mentoring young workers. Young workers can boost team morale. People want to see youth getting a head start.

**Marketing:** Customers take note of diversity and patronize organizations that align with their values. There are 1.9 million Ontarians who identify as having a disability.<sup>3</sup> Together with family members and friends, they represent a large and profitable market segment<sup>1</sup>. Employers who hire young workers also tap into a massive youth and family customer base.

**Community-building:** Be part of a social movement for change. The Organization for Economic Cooperation & Development (OECD) identifies youth employment as a global economic imperative.<sup>4</sup>



### Contact a Ready to Work occupational therapist:

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#### Holland Bloorview Kids Rehabilitation Hospital

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T 416 425 6220 T 800 363 2440 F 416 425 6591 [www.hollandbloorview.ca](http://www.hollandbloorview.ca)

A teaching hospital fully affiliated with the University of Toronto

**Holland Bloorview**  
Kids Rehabilitation Hospital

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## Youth with disabilities are capable and want to work

Holland Bloorview Kids Rehabilitation Hospital is Canada's largest children's rehabilitation hospital. Our vision is "The most meaningful and healthy futures for all children, youth and families."

"Having a job means I can be independent and fulfill my dreams on my own terms."

- Sageth, Holland Bloorview employment program participant, age 21



### Resources:

<sup>1</sup> Human Resources and Skills Development Canada. (2013) Rethinking Disability in the Private Sector. Report from the Panel on Labour Market Opportunities for Persons with Disabilities. Available from: <http://publications.gc.ca/site/eng/436446/publication.html>

<sup>2</sup> hrcouncil.ca (n.d.) <http://hrcouncil.ca/hr-toolkit/diversity-workforce-matters.cfm>

<sup>3</sup> Partnership Council on Employment Opportunities for People with Disabilities. Initial Report. (2015). Available from <https://www.ontario.ca/page/partnership-council-employment-opportunities-people-disabilities-initial-report>

<sup>4</sup> OECD (2010) Off to a Good Start? Jobs for Youth. Available from <http://www.oecd.org/els/offtoagoodstartjobsforyouth.htm>

Ontario Disability Employment Network (ODEN) [www.odenetwork.com](http://www.odenetwork.com)

DiscoverAbility Network [www.discoverability.network](http://www.discoverability.network)

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