

# Ready to Work

Engage the benefits of diversity this summer

## What? Who?

- *Ready to Work* introduces local employers to talented and enthusiastic young workers with disabilities for summer employment opportunities.
- Our candidates are between the ages of 16 and 26 and are in high school, college, or university. They have a wide range of strengths, interests, and experiences.

## When?

- **Timeframe:** May, June, or July start through August
- **Status:** Seasonal, part- or full-time hours

## How do employers and Holland Bloorview work together?

Contact us at [employmentparticipation@hollandbloorview.ca](mailto:employmentparticipation@hollandbloorview.ca)

- Before you hire we can:
  - ✓ help you identify entry-level roles in your organization
  - ✓ recommend candidates from our pool of well-qualified youth
  - ✓ do a site check to help you resolve accessibility concerns
- Throughout the summer, we:
  - ✓ offer ongoing and individualized collaboration to meet employer needs
  - ✓ provide on-site job coaching if required
  - ✓ support awareness activities in your workplace as desired, such as hosting a lunch-and-learn presentation

**Step 1:** Contact us to explore how this collaboration can work. We will respond to your questions and needs. We can also provide profiles of summer students.

**Step 2:** We can discuss job options and your preferred hiring process. We will circulate your position description to our qualified summer students.

**Step 3:** You can conduct interviews and/or job trials, with or without our assistance.

**Step 4:** Together, we will plan how to support your organization and the summer students for a successful employment relationship.



## Why? How does my organization benefit?

**Diversity:** Diverse workforces are innovative, engaged, and client-focused. Diversity is a recognized best practice in human resources management.

**Team building:** Young workers bring enthusiasm to the workplace and boost morale. Existing employees enjoy mentoring young workers and 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. Together with family members and friends, they represent a large and profitable market segment. 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.

## About Holland Bloorview

Holland Bloorview Kids Rehabilitation Hospital creates a world of possibility by supporting children and youth living with disability, medical complexity, illness, and injury. Holland Bloorview is a top 40 Canadian research hospital that is fully affiliated with the University of Toronto and serves 7500 families annually. Our vision: “The most meaningful and healthy futures for all children, youth, and families.”

## Resources

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

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. Retrieved from: <http://publications.gc.ca/site/eng/436446/publication.html>

OECD. (2010). Off to a good start? Jobs for youth. Retrieved from [Off to a Good Start? Jobs for Youth | READ online \(oecd-ilibrary.org\)](#)

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

Partnership Council on Employment Opportunities for People with Disabilities. (2015). Initial report. Retrieved from [Partnership Council on Employment Opportunities for People with Disabilities - Initial Report \(ontario.ca\)](#)

