

# 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 wants to partner with you.

Youth in our *Ready to Work* Program are between the ages of 15 and 26. They are either finishing high school or in college or university. Youth have completed work placements with Holland Bloorview and have gained additional experience through volunteering. Some youth use wheelchairs or walkers, some do not.

### What do I do?

Commit to hiring 1, 2 or 3 youth through our *Ready to Work* Program.

**Timeframe:** July/August for a minimum duration of 6 - 8 weeks

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

### What will Holland Bloorview do?

Holland Bloorview will partner with you to:

- Identify entry level roles in your organization
- Recommend candidates from our pool of well-qualified youth
- Support your staff and our candidate with recruitment and job start-up. If needed, this could include: **accessibility consultations, job coaching** to assist the candidate in learning the job, **staff development** sessions, etc.

Holland Bloorview Kids Rehabilitation Hospital is Canada's largest children's rehabilitation hospital and is focused on improving the lives of young people with disabilities.

### How will my organization benefit?

**Diversity**

**Marketing**

**Team-building**

*See page 2 for additional background*



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### 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>

**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.

**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. **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>

### Watch our Youth@Work video:

<https://www.youtube.com/watch?v=BTjcBhqrls8&feature=youtu.be>

### 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>