

HIRING PEOPLE WITH A DEVELOPMENTAL DISABILITY

#itsnotaboutcharity



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Hiring people with a developmental disability is not about charity. It is not about sympathy or doing what's right or good. It's about smart business practices.

Workers with disabilities have demonstrated a higher work productivity, reduced turnover and absenteeism and an increased profitability for businesses. They are motivated, committed, reliable, often outperformers, and have a spotless work ethic.

People with disabilities just by their nature help to inspire and increase morale in other staff and create a positive work environment and community response.

With the recent call to action by the Ontario government to hire staff with a disability, E3 Community Services is working with local businesses to help dispel myths and stereotypes and educate employers to make it easier for them to get on board.

Employee turnover is expensive and time consuming. It's time to look together at tapping into this talent pool and help to improve the lives of people with a developmental disability.

Providing an Employment Services program along with a skilled labour pool, job readiness program and on the job coaching are just some of the services E3 provides.



Above: Rhonda working at Tim Horton's.
Below: Aaron helping a customer at Sobey's.

"Hiring employees with any disability is just the right thing to do for an inclusive work place. Our guests and our team members also reap the multiple benefits. Over the past 25 years we have employed many staff with a disability and would encourage more companies to include this sector into their environment."

*Jan Trude
Tim Horton's Franchise Owner*

16% of Canadians have a disability. By 2020 it is projected to be 20% while at the same time it's forecasted to be a \$1 million worker shortfall in Canada.

People with disabilities, along with their families, comprise 53% of the marketplace.

78% of Canadians are more likely to buy a product or service from businesses that employ people with disabilities.

E3 Community Services has been working with employers in the community that are reaping the benefits of hiring people with a developmental disability.

Let's work together to understand how this amazing untapped labour force can benefit our community.

Why Hire?

Studies show that many workers who have a disability score high on job performance, attendance and job safety. They are also five times more likely to stay on the job than non disabled workers.



How E3 can help:

- Recruit, source and pre-screen candidates for right match and fit to the job
- Support employers with the interview process and offer supervisory strategies
- Build awareness and education for staff
- Initial on the job training and coaching if required
- Individualized job retention support.



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E3 Community Services offers programs and services to children, youth, adults and their families. To read more about the benefits of hiring people with a developmental disability, please contact us at 705-445-6351, email: e3@e3.ca