

Breaking New Ground:

Career Advancement
for People with
Intellectual Disabilities
and Autistic Persons



Presented by:

LiveWorkPlay

CASE Conference 2024



Meet today's presentation team



Anna Nelson

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Employment Supports
and FESG Coordinator



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Inclusive Employment
Specialist and CNSIPSE
Project Lead



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Co-Leader and
Director of
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Meet the extended team



Jennifer Broad
Inclusion Specialist
(Private Sector)



Laura Lobay
Inclusion Specialist
(Private Sector)



Cody Thompson
Discovery Specialist



Robert Olsen
Inclusion Specialist
(Public Sector)



Roberta McKenna
Intake Coordinator



Katie Murphy
Discovery Specialist



**Jean-Claude
Taylor-Cline**
Inclusion Specialist
(Public Sector)



Rebecca Coxon
Team Lead
Employment Supports



Neil Abraham
Discovery Specialist



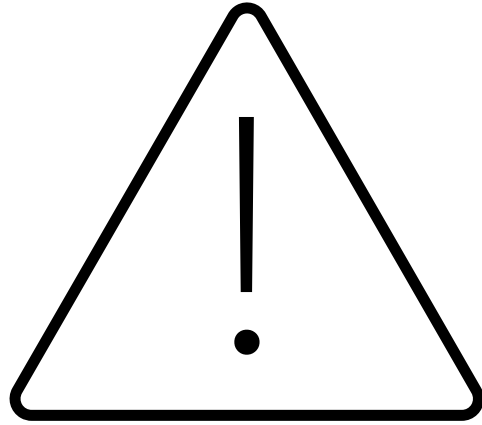
**Joëlle
Perrier-Olsen**
Inclusion Specialist
(Public Sector)

What we do

LiveWorkPlay's MISSION is to **help the community welcome and include** people with intellectual disabilities, autistic persons, and individuals with a dual diagnosis to live, work, and play as valued citizens.

Our VISION is a community where everyone belongs.





Employment Rates (Stats Canada)

80 (No Disability)

60 (All Disability)

30 (Intellectual Disability)

People with Intellectual Disabilities and/or those who are Autistic face the most significant barriers from entering and advancing in the labour market.

They are amongst the most marginalized people within the broader disability community and are being left behind or left out of most equity-deserving initiatives. And of course there are intersectional considerations based on gender, race, mental health, physical health, and other factors.



Agenda

(1)
Traditional
Employment
Supports
Can Create
Barriers to
Inclusion

(2)
LiveWorkPlay
and the
*Just Enough
Support*
Approach

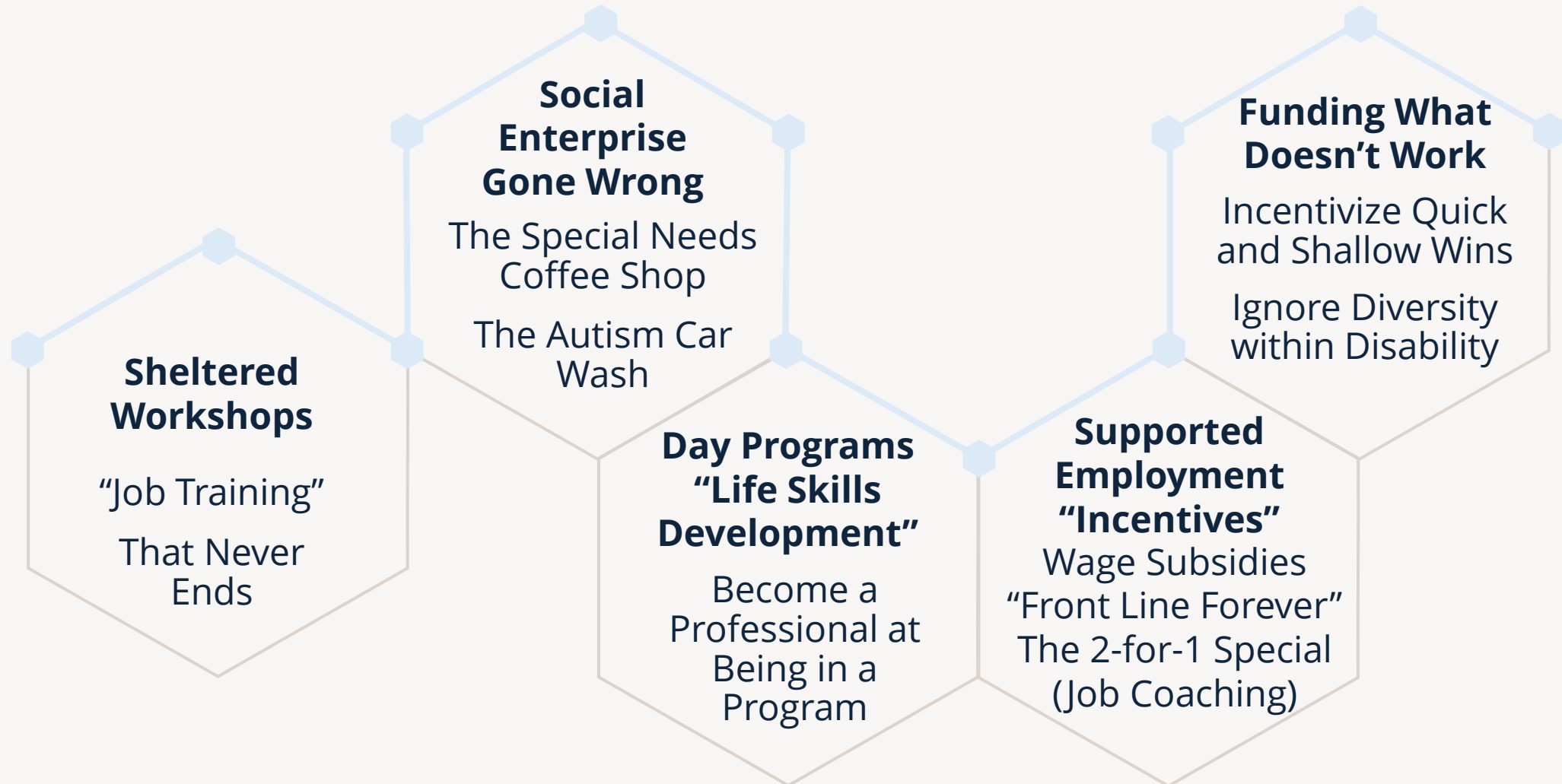
(3)
Career
Advancement:
Success
Stories

(4)
Putting it together
in Practice,
for Progress.

(5)
Questions?
Reflections?
Ideas?



Assume that jobseekers can't, assume that employers won't, and keep the funding coming...



“Assume that I CAN, so maybe I WILL!”

CoorDown’s campaign for
World Down Syndrome Day 2024



<https://www.coorddown.it/en/campaigns/>





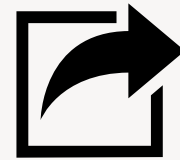
A Different
Approach

Taking career
development to
new heights!



**JUST
ENOUGH
SUPPORT**

A better
way forward





Just Enough Support: The 7 Key Principles



Person-Centered Thinking



Always Building Bridges



Asset-Based Solutions



Honouring Personal
Autonomy



Authentic Valued Roles



Community-First Approach



Barrier Busting Technology

Career Advancement Success Stories



Shawna Scott

Coconut Lagoon

Interviews had been a barrier for Shawna in previous jobs and employment search experiences- she is very quiet and doesn't say much at first.

LiveWorkPlay matched Shawna to a position at Coconut Lagoon to do basic prep for the restaurant. Soon Shawna's skill in baking were recognized and now she makes all the breads at the restaurant.

Shawna is a valued team member not only for her skills in the kitchen but for being the only English-first speaking employee who can give vocabulary advice.





Matt Suttie

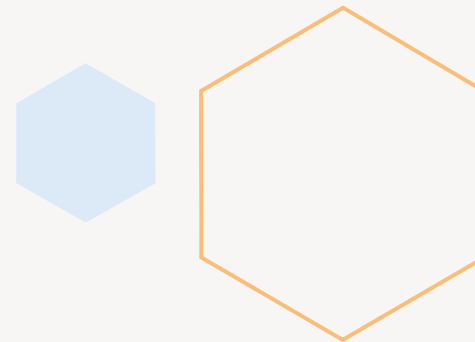
Costco

For a long time, Matt worked multiple jobs at once trying to get his preferred weekly hours and schedule.

Matt was matched to a position at Costco and hired on as a seasonal employee.

After some adjustments and perseverance, the effort paid-off. Matt was offered a permanent position before his seasonal contract ended.

Matt's managers all speak to how much he brings to the team, customers, and business outcomes at Costco.



David Young

Health Canada

David is a Senior Administrative Assistant, AS-01 (full-time) with Health Canada in the Health Legal Services branch. He was hired on April 1st 2021.

Health Canada recognized his contributions and valued him enough to offer an indeterminate appointment on May 1st 2023.

David has won The 'High Engagement Award' two years in a row (2023,2024) for the invaluable support he brings to his entire unit.

His contributions and insights are appreciated by his colleagues. While David is also a key member of the social committee at work.





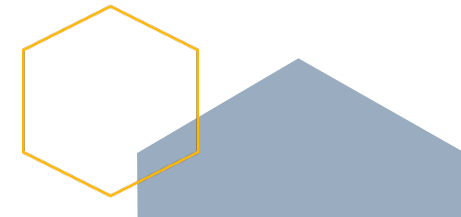
Are you under or OVER supporting people in their employment?

Consider utilizing Just Enough Support and the 7 Key Principles



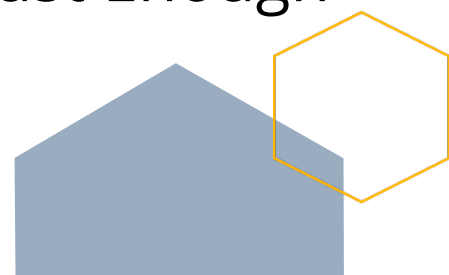
Activity (Part 1/2 Individual)

Take 1-2 minutes to think of a scenario in your work (past or current) where you could apply one or more Just Enough Support principles to help someone advance in their career. This could be things you could do right from the start of getting to know a jobseeker OR a scenario where someone is currently in a job and looking at next steps (it can be anywhere along the employment journey).



Activity (Part 2/2 Group)

1. Break off into groups of 3-4, ideally with people you do not know.
2. As a group, discuss the situations and then decide together on ONE story.
3. Break down the action(s) you took/could have taken in this scenario. Write out the action(s) on a sticky note: ONE idea per sticky note.
4. When ready please put it on the wall under the corresponding Just Enough Support principle.



Putting it Together, in Practice, for Progress!

By starting with a Just Enough Support mindset, we can promote not only workplace inclusion, but career advancement and progression.



Thank you

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