



A Mentoring Initiative to Improve the Employability of People with Disabilities

Employer Information

The future of work is inclusive – are you going to be there?

MentorAbility Canada Project is a national initiative by the Canadian Association for Supported Employment (CASE) which helps employers, people with disabilities and service provider organizations to get results in workplace inclusion.

MentorAbility leverages collaboration between a national network of employment service providers and the Canadian Business Community to create opportunities for mentorship and a deeper understanding of the abilities of the fastest growing 'minority group' on the planet – people with disabilities.

MentorAbility enlists one or more members of a workplace to mentor a "matched" Protégé with a disability who wants to learn more about that workplace or career.

The MentorAbility experience is coordinated by a local employment service provider and is one hour to one day long at the employer's discretion.

Each MentorAbility experience provides opportunity for job-seekers to increase their knowledge of that industry or career – while providing workplaces with increased familiarity and competencies with this diversity group.

Employers utilize MentorAbility to improve inclusive recruitment, training, engagement and employee retention.

MentorAbility is free and there is no expectation of a job offer.

Meet with individuals who have a passion and interest for your business.

MentorAbility provides employers with an opportunity to demonstrate community leadership while building their capacity for creating diverse and inclusive workplaces – a proven strategy for improving innovation, retention and profitability. Employers can get involved by requesting MentorAbility information from their Provincial Hub and encouraging employees and managers to mentor a Protégé in their workplace.

Goals:

Assist employers to become more successful in employing people with disabilities utilizing mentoring relationships and creative human resources recruitment outreach strategies.

Recognize and celebrate mentoring success stories as part of the national effort to promote the employment and full citizenship of Canadians with disabilities.

Who can Become a Mentor?

Organizations, businesses or working professionals who are interested in meeting and mentoring a person exploring careers in that particular industry sector.



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Benefits for employer-mentors include the following:

- Tap into a pool of competent potential future employees
- Demonstrate community leadership
- Attract positive media attention
- Demonstrate a commitment to workplace inclusion
- Learn more about workplace inclusion
- Expand recruitment skills and perspectives to access talent and potential
- Develop working relationships with your local employment inclusion service providers.

Process

- Connect with a Local MentorAbility Service provider or Provincial Hub
- Fill out the MentorAbility Canada Project Sign-Up Form
- Discuss this initiative within your workplace and HR department
- Encourage employees and managers to be a Mentor
- Meet with your Protégé and your Local Service Provider
- Provide your Protégé with any or all of the following:
 - An informational or mock interview
 - Advice about career paths in this industry

A tour of the work environment/meeting employees

Job Shadowing (observing the work)

A work-based Mentorship Experience

If all parties agree, please allow us to share your company's MentorAbility story and promote your business on our social media platforms.

For more information about MentorAbility or to connect with your Provincial Coordinator go to the following URL:

www.supportedemployment.ca/mentorability/

Questions? Reach out to your Provincial Hub for information any time.

Provincial Coordinator (Hub) Contact:



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi





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EMPLOYER SIGN-UP FORM

Applicant Information

First and Last Name

Email Address

Organization Name

Phone Number

Street Address

City

Province

Postal Code

Statement of Participation

As a Business Mentor participating in the MentorAbility initiative I agree to provide a protégé with encouragement and advice to help them learn more about my business. Mentoring activities can be anything that can effectively showcase to a protégé, what is involved and needed in order to achieve their career path. It may include:

- Individual face time with a protégé; whether it be an hour, half a day, a whole day or more
- Sharing insights on how you obtained your career
- Providing a work site tour
- Job shadowing with the mentor or other colleagues to get a first-hand look at how certain jobs are performed
- Strategies for planning an effective career development plan
- How to obtain great internships and work experience
- Networking ideas and other important ways to learn more about the business
- Meeting time with human resources recruiters for resume review and/or a practice interview

Signature

Date

Document Submission

Please complete and return to:

Renate Burwash

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& MentorAbility coordinator for Northern Alberta

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