



A Mentoring Initiative to Promote Employment of People with Disabilities

MentorAbility Local Service Provider Information

Are you helping to lead inclusion in the workplace?

MentorAbility is a national initiative 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 career 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 meet and mentor a 'matched' Protégé who wants to learn more about that workplace or career. The MentorAbility experience is coordinated by a local employment service provider and is intended to be from 1 hour to 3 days in duration – at the discretion of the employer.

Each MentorAbility experience provides opportunity for job-seekers to increase their knowledge of that industry or career – while providing workplaces with increased familiarity and new competencies with this diversity group. The local service provider facilitating the MentorAbility experience brings extensive knowledge around disability and employment inclusion which can be utilized by employers to improve inclusive recruitment, training, engagement and retention.

MentorAbility enhances the work of local service providers in the following ways:

- **Provision of a new platform / mechanism for employer engagement**
- **Increase employment inclusion outcomes**
- **Connection to a regional and national network of collaborators and resources**
- **Promoting your work on the CASE / MentorAbility website and social media platforms**
- **Support, Promotion and Collaboration for Employer Events**

Goals:

-Assist employment service organizations to learn how to incorporate mentoring as an effective method for improving employer engagement and placement results for people with disabilities.

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

There are five essential partners in every MentorAbility Canada program:

1. The Employer Mentor
2. The Protégé (person exploring careers)
3. A Local Site Partner in each participating community – you.
4. Provincial Coordinator – (provincial hub)
5. National Team- Coordinator, Marketer, Trainer

Local Site Partners

Any organization working towards the employment inclusion of Canadians with disabilities.

Role: Local Site Partners identify job seekers with disabilities whose career exploration and job search would be enhanced with a MentorAbility experience. Local Site Partners will also identify employers who would benefit from a 'trial exposure' to disability inclusion.

A MentorAbility experience can simply be added to your usual employer engagement process and used as a tool for increasing the employer's receptivity to hiring a person with a disability.

Process

1. Connect with your Provincial Hub to acquire resources and an info-session
2. Add MentorAbility to your employer engagement toolkit
3. Add MentorAbility as a Career Exploration / Interview Preparation Tool for clientele
4. Fill out the MentorAbility Sign-Up Form
5. Have Protégés and Employers fill out the Sign-Up Form
6. Facilitate MentorAbility Matches and develop new employer relationships
7. Permit us to share your MentorAbility stories and promote your organization
8. Engage with your MentorAbility Network for new ideas, resources and collaboration

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

Employer Engagement and MentorAbility Communication Example:

“We understand that you’re not hiring right now but we know that workplace inclusion matters to you. Aside from hiring this candidate, there is another opportunity which would help you increase your familiarity with workers with disabilities – while also providing this candidate with valuable knowledge about careers in this industry. (Provide MentorAbility Employer Information Sheet) Could you – or one of your managers offer a brief Mentorship experience to a protégé? This could include any of the following:”

- a) An informational interview
- b) A tour of the work environment / meeting employees
- c) Advice about career paths in this industry
- d) Hands on experience (supervised by an existing employee)
- e) Provide a 1 hour or up to a 2 or 3 day internship

MentorAbility is a Canadian Association for Supported Employment (CASE) project which is funded by the Government of Canada.

For more information about MentorAbility or CASE go to:

<https://www.supportedemployment.ca/mentorability/>

Want To Get Involved? Contact the local coordinator to discuss mentoring day participation. To find out more please contact:

Renate Burwash

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& MentorAbility coordinator for Northern Alberta
Ph: 780 222-9633
Email: RenateAB@supportedemployment.ca



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LOCAL COORDINATOR SIGN-UP FORM

(please complete and return to your MentorAbility Planning Committee Coordinator)

Applicant Information

First and last name

Email Address

Organization name

Phone number

Street Address

City

Province

Postal Code

Statement of Participation

As a Local Coordinator I agree to collaborate with other Local Coordinators, Local Protégés, Employers and other interested citizens and organizations in my region. Specifically, I will:

- Find protégé candidates and assess and identify a specific career interest area
- Invite and engage employers – get employer mentor referrals to share with other coordinators
- Facilitate good protégé and mentor match-ups
- Solicit local partners and promote the MentorAbility initiative
- Be available to take photos, write success stories

Signature

Date

Sign-Up Checklist:

- Completed Local Coordinator Application
- Signed Statement of Participation
- Attached copy or confirmation of liability insurance covering participant activities

Document Submission

Please complete and return to:

Renate Burwash

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