

Quote:

“When you have a disability, knowing that you are not defined by it is the sweetest feeling.”

- Anne Wafula Strike
from “In My Dreams I Dance”

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The Canadian Association for Supported Employment
L'Association Canadienne pour l'Emploi Supporté

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CASE Conference 2014 Synopsis

The 2014 CASE Conference in Regina is officially in the books, and it's safe to say that an enjoyable informative time was had by all; from the Welcome reception featuring the screening of the movie *The Music Within*, to the closing keynote presentation by Cory Johnson. Conference delegates came from across Canada, United States and as far away as Australia to hear Minister of Social Services the Honourable Donna Haupauer welcome delegates to the 19th Annual CASE Conference. Opening keynote speaker Doctor Richard Pimentel captured the spirit of inclusion and allowed us to once again believe anything is possible. His stories and philosophies have helped structure the framework of supported employment and he continues to lead us into the future. He is truly inspirational and motivating.

Concurrent sessions were well attended and the general remarks were very positive, a few mentioned that they would have liked to attend sessions that were running at the same time. Hot topics such as “creative self-employment” and the first project SEARCH in Canada where discussed to name a couple, with conversations spilling into the nutrition breaks and down to the lounge and beyond. The opportunities for networking were limitless, and business cards were passed and received.

The Gala dinner was well attended and our host Mr. Voice of the Saskatchewan Roughriders, Dave Thomas' humor was entertaining and he kept the evening program on schedule. The Wiltshire Award was presented for exceptional work in the area of supported employment. Rob McInnes has spent a career developing and expanding opportunities for people with disabilities, and was an obvious choice for the committee.

The annual Casey Awards, our version of the Oscars, were presented to the delight of the audience, with the winners accepting a chocolate statuette. Terrance Littlelent and family thrilled the audience with exceptional dancing and drumming including jingle, fancy and hoop styles. The dance members encouraged delegates to dance in the finale which included our CASE president Tracy Williams. Terrance is a former world champion hoop dancer and performed at the opening ceremonies of the 2010 Olympic Games in Vancouver. The evening was capped off by the Saskatchewan based band The Otherz featuring CASE ex-board member Archie Stewart, which kept delegates dancing well into the night.

Our closing keynote Cory Johnson was inspirational and brought a different prospective. He was born with Cerebral Palsy and also suffered a traumatic brain injury as a child. Speaking from a completely personal point of view, attendees were provided the opportunity to hear firsthand how his struggles translated into triumph.

All this tells us that the 2015 CASE conference in Victoria BC June 2-4th will be even bigger and better! We look forward to seeing you there, cheers!

Tracy Williams
CASE President

Joy McKinnon
Regina Conference Co-Chair

The 2014/2015 CASE Board of Directors

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Cannexus15 National Career Development Conference

The Cannexus15 National Career Development Conference is taking place January 26-28, 2015 at the Ottawa Convention Centre.

Cannexus is Canada's largest bilingual career development conference and will bring together 800 professionals in the field from across education, community organizations, government and the private sector. It is designed to promote the exchange of information and explore innovative approaches in the areas of career counseling and career development.

Delegates will be informed and inspired by three exceptional keynotes from these Canadian leaders:

- **Jaime Watt**, Executive Chairman, Navigator Ltd & Public Affairs Commentator
- **Dr Nancy Arthur**, Professor & Associate Dean Research, Werklund School of Education
- **The Right Honourable Adrienne Clarkson**, 26th Governor General of Canada

There will be more than 100 education sessions that will bring you the latest trends in effective counseling and facilitation techniques, labour market information, emerging technology and tools, and working with diverse populations. An Exhibitor Showcase will also highlight a range of beneficial products and services in the field. CERIC's 10th anniversary celebrations culminate at Cannexus15 with Spark! This series of TEDx-style talks on diverse topics will provide the "spark" for you to think differently about your work. You can enhance your conference experience by taking an optional pre-conference workshop and/or our post-conference workshop on Positive Psychology with the highly regarded Louisa Jewell.

Choose among workshops with four popular presenters and go in-depth on these topics:

- *Managing in an Outcome-Based Performance Measurement Framework*, **Sarah Delicate**
- *Going Public: Survival Strategies for Introverts with an Audience*, **Yvonne Rodney**
- *Analogical Reasoning: The Use of Metaphors and Stories in Career Development*, **Dr Norman Amundson**
- *Developing a Digital Identity for Career Enhancement*, **Tang Choy**

Cannexus is presented by the Canadian Education and Research Institute for Counseling (CERIC) and supported by The Counseling Foundation of Canada with a broad network of supporting organizations.

For more information and to register, visit www.cannexus.ca.

CASE - Wiltshire Award of Excellence Recipient



Rob McInnes, Winnipeg, MB was awarded the 2014 CASE –Wiltshire Award of Excellence in Supported Employment during the 19th Annual National Supported Employment CASE Conference held in Regina, Saskatchewan in June of this year.

The award, established in 2013, recognizes outstanding individuals, agencies, or businesses that have made significant contributions to the promotion of full citizenship and personal capacity for persons with disabilities through the facilitation of increased labour market participation and outcomes, within Canada.

CASE was pleased with the quality and quantity of nominations received for consideration this year. Selecting a winner for this prestige award is challenging as all the nominees were also deserving of recognition.

On behalf of the CASE board and its members congratulations once again Rob on being chosen as the recipient for this award for 2014!

MentorAbility Program Launch

CASE is proud to announce the launch of “MentorAbility”, a National program designed to help Canadian businesses to effectively recruit and hire talented, motivated new employees with disabilities. British Columbia and Saskatchewan will be launching the first MentorAbility programs this year. British Columbia currently has 23 local coordinators that are primarily Supported Employment Specialists, and nine additional supports including: self advocates, parents and Community Living BC staff. Some exciting matches have been made such as a professional wrestler that will be mentoring a 16 year old youth with Down syndrome and a band member that will be showing a budding artist the ropes of the entertainment industry. BC is aiming for 50 mentoring matches and they have already exceeded that target. Currently Saskatchewan has 16 agencies that are participating, and from these agencies there have already been 31 matches made.

The purpose of the initiative is to promote the employment of those with disabilities in local communities large and small. The project aims to match people with disabilities (protégés) and business leaders for a one day mentoring experience. Each protégé is connected with a working professional who is employed in a career area in which they are interested. People with disabilities who are currently unemployed and seeking employment are encouraged to participate, along with businesses and organizations which may be interested in hosting a mentor placement at their location.

The primary reason for employer resistance to employing persons with disabilities is fear. The vast majority of employers have negative attitudes and misconceptions regarding perceived limitations and inabilities of persons with disabilities. Overcoming these attitudinal barriers thus becomes the biggest challenge to improving employment options. Mentoring can make a powerful difference.

National MentorAbility Day is October 1, but mentoring is a very effective strategy to implement all year round. For more information on how to start this program in your own community please contact Annette Borrows, CASE Vice President (604) 308-8122, email: annette.borrows@southfraser.com

Project SEARCH Winnipeg Work Focused High School Transition Fully Embedded in Workplace

Project SEARCH Winnipeg is an innovative work-focused transition program for high school students labeled with developmental disabilities, and is intended to replace what would have been the last year of high school. It retains a few elements of school life—there is still a teacher involved, and it does involve some classroom work—but the majority of time is spent in work experiences. The students never actually go to “school”; what makes Project SEARCH really unique is that students, teachers and job coaches are fully embedded in a large business or employer for the full school year.

In Winnipeg, students start and end their day at Manitoba Hydro headquarters. The first hour involves a work related curriculum, but at 10:00 a.m., the students are off to their work experiences at Manitoba Hydro or the Government of Manitoba (the two site co-hosts; typically a Project SEARCH site is hosted by a single business). Students and teacher reconvene briefly at the end of the day to touch base about the work day. Students rotate through three different work experiences over the course of that last “school” year.

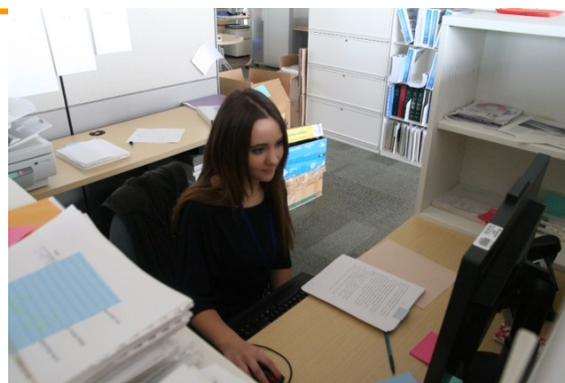
“In 2008, when I first heard of the model, I felt like it spoke to so many challenges” says Oly Backstrom, CEO of SCE LifeWorks, the lead partner of Project SEARCH Winnipeg. “The original Project SEARCH was initiated by a large business—not by a school or service provider. Cincinnati Children’s Hospital Medical Center is a large hospital that wanted a workforce that reflected the community it served, but it realized that it was struggling in hiring people with developmental disabilities. They needed a way forward that made sense to them—and they understood that, as a teaching hospital, their best recruitment strategy was to tap into their ‘in-house’ pool of interns and residents becoming doctors and nurses. They essentially used that template to develop the Project SEARCH model. Erin Riehle, co-founder of Project SEARCH, was really purposeful about finding valued work beyond the typical cleaning jobs. She had—and has—students rotating through important work experiences such as surgical sterilization and isolette cleaning/assembly. It is important, complicated work, but it is systematic, and therefore more easily teachable.” The program model is licensed through Cincinnati Children’s and has been replicated in many settings, including civil service, warehouse, and other professional/business settings. Though it is a prolific model in the USA and UK, Winnipeg is host of the only Project SEARCH in Canada. Perhaps not for long.

“To have a model that resonates with large businesses that might otherwise be struggling to diversify their workforces in this way—that is powerful,” says Backstrom. “Our hope is that co-workers and supervisors within our site hosts are seeing ways that workers with developmental disabilities can meaningfully contribute—that eyes are being opened, and work cultures are changing. That is the feedback we have received, and that is exciting! Though jobs are not promised to any Project SEARCH student, it has resulted in paid work for a number of students as they graduate from Project SEARCH. Even if a student leaves Project SEARCH without a job in hand from a host site, he or she has experiences under the belt that would not otherwise have been realized. In addition, we as a supported employment organization have a year to really get to know students before they hit the ground running as jobseekers. It is win-win-win all around. We have been so fortunate to have two site hosts and four supporting school divisions capture this vision with us.”

Find out more about starting a Project SEARCH here: www.projectsearch.us/

Find out more about Project SEARCH Winnipeg here: www.lifeworks.mb.ca/projectsearch.html

Submitted by Oly Backstrom



Conference Board of Canada

CASE has partnered with the Conference Board of Canada on [Benefits and Disability Management 2014](#) in Toronto and Calgary to give you a discounted registration fee to attend!

This conference will focus on the information you need to help you make decisions, balance cost and benefit, and ensure your organization is an attractive employer with an engaged and productive workforce.

October 20-21, 2014 – Toronto, Ontario at the InterContinental Toronto Centre

November 20, 2014 – Calgary, Alberta at the Hyatt Regency Calgary

Register online using **Rebate Code PRM6** to receive the reduced registration rate. If you have any questions, or for more information, please contact Emily Hayward at the Conference Board at hayward@conferenceboard.ca or 613-526-3090 ext. 393.

CASE Memberships 2015

Membership in the Canadian Association for Supported Employment is for individuals, and organizations, that are interested in working towards full employment for all members of our community.

CASE offers the opportunity for your organization to join in a united national voice for our profession. CASE also offers increased capacity for members to proactively participate in positive community change for those we serve - thereby addressing and improving inclusion as well as economic considerations for Canadians with disabilities.

Benefits of membership include: CASE Newsletter; The organization's website link is included on CASE website; CASE promotional efforts work to directly link you with the Canadian business community; special reduced rates for annual CASE Conferences; and "member contributed" documents on the CASE website such as job descriptions, spreadsheets, policies/procedures, intake forms etc.

CASE urges all supported employment service providers to renew membership in this valuable association as soon as possible. Through increased membership - we increase our resources and our collective voice.

2015 CASE Memberships - Due January 1, 2015

January 1, 2015 - December 31, 2015

Renewal notices and invoices will be distributed prior to December 2014 for current members

To Join Contact: Kathleen Moir at kathleen.moir@aimhi.ca

or

Register Online: www.supportedemployment.ca

If you are interested in becoming a CASE Board of Director, please contact CASE President, Tracy Williams at twilliams@westmanemployment.ca

National Disability Employment Awareness Month

WHAT IS NDEAM CANADA?

"The creation of a national disability employment awareness month, and its goals for a national disability employment strategy, will be the catalyst to inspire employers to act based on knowledge of the positive impact employees with disabilities can have on the bottom line."

The Honourable David C. Onley
The Lieutenant Governor of Ontario