



VOLUME 1, ISSUE 11

SPRING 2013

**Quote:**

*Obviously, because of my disability, I need assistance. But I have always tried to overcome the limitations of my condition and lead as full a life as possible. I have traveled the world, from the Antarctic to zero gravity.*

- Stephen Hawking

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## CASE Conference 2013: St. Johns, NL - June 11-13, 2013

*"Value + Able = Valuable ... The CASE has been made"*

Mark June 11-13th, 2013 on your calendars for the 18th Annual National Conference on Supported Employment in St. John's, Newfoundland & Labrador. Join delegates as they engage in sessions concentrating on Best Practices in the industry, poverty and mental health issues and social return on investment to name a few.



**Keynote Speaker Spencer West**, an amputee at the Age of 5 will bring his inspirational and powerful message of how he overcame the struggles of losing his legs and how he never lost the hope and courage to surmount other personal obstacles.



**Mark Wafer** will also be joining us. Mark, owner and operator of several Tim Horton's Franchises and deaf himself will talk about why it's good business to hire persons with disabilities.

Come experience Newfoundland and Labrador and join us for what is expected to be a wonderful and rewarding 2013 National Conference on Supported Employment. More information can be found by visiting [www.supportedemployment.ca](http://www.supportedemployment.ca). We look forward to welcoming you to the Far East of the Western World!!!



## Call for Nominations: CASE Board of Directors

The Canadian Association for Supported Employment (CASE) is seeking applications from CASE members interested in assisting its Board of Directors to achieve its mission to *promote workplace inclusion for Canadians with disabilities through supported employment to eliminate the barriers that prevent the full participation of these individuals*. For more information please contact CASE President Tracy Williams via email at [wceo@mymts.net](mailto:wceo@mymts.net) or by telephone at (204) 727-2322.

## CASE Board of Directors Spotlight: Samantha Gabriel

CASE Board member Samantha Gabriel is a Project Officer for SPHERE-Quebec. As a project officer, Samantha works closely with several companies and agencies to facilitate the employment of persons with disabilities. Samantha also works to enhance project development skills both provincially and nationally.

Samantha has achieved two Bachelor of Arts degrees, in Psychology and Criminology and a Masters degree in Business Administration from the University of Montreal. Samantha joined the CASE board of directors in 2012.



Samantha has several years experience working with persons with mental and physical disabilities and is committed to CASE's mission to promote workplace inclusion for Canadians with disabilities through supported employment to eliminate the barriers that prevent the full participation of these individuals.

## SPHERE-Quebec: Inclusion Through Employment One Person At A Time

*SPHERE-Québec* is a non-profit organization that works with hundreds of collaborators to facilitate access to the labor market for people with physical, intellectual, sensory, mental health-related or pervasive developmental disorder limitations. Working mainly in Quebec and elsewhere in Canada, *SPHERE-Québec* is sharing its expertise in project management of employment integration services for people with disabilities by providing financial assistance directly to the participants. As required, *SPHERE-Québec* can provide support in training as well as in the workplace, specialized equipment, a portion of their salary, interpreting services, transportation and more. *SPHERE-Québec* activities are mainly funded by the Opportunities Fund for Persons with Disabilities of the ministry of Human Resources and Skills Development Canada. Since 1997, *SPHERE-Québec* has participated in the introduction into the labor market of more than 5,000 Canadians with disabilities.

For ten years in some regions of Quebec, *SPHERE-Québec* has been contributing to skills improvement programs for people with disabilities. With an **employment integration rate of about 80%**, these projects can be useful models for various regions and business sectors. These programs consist of classroom workshops with a paid internship in a company. They are tailor-made to increase the employability of people with disabilities and help them to integrate short-term employment. Meeting the needs of employers seeking manpower for unskilled or semi-skilled jobs, the model can be adapted to each region and profession with good job opportunities for the clientele: retail clerk, grocery clerk, kitchen helper, horticultural assistant, floral assistant, office clerk... Participants acquire theoretical and practical knowledge as well as professional and social skills. Intensive courses and rapid implementation can enhance the learning.

To ensure the success of these projects, motivated employment and educational agencies as well as employers need to engage actively in their development and implementation with a spirit of collaboration. Sharing the best initiatives of the maximum number of organizations to encourage the emergence of innovative and effective integration practices across Canada: this is what *SPHERE-Québec* wants to do with you. Feel free to share your ideas with us!

[www.sphere-qc.ca](http://www.sphere-qc.ca)



## Canada Sets World Standard for Mental Health in Workplace

The Canadian public, private and labour sectors have united to set a Canada-wide standard for mental health in the workplace. Canada is the first country in the world to adopt a national standard on workplace mental health issues. The result has been the publication of the *Psychological Health and Safety in the Workplace* which is a voluntary standard designed to provide Canadian employers with systematic guidelines for the development and maintenance of psychologically safe and healthy workplaces.

The standard has been endorsed by business, labour, the federal government, the non-profit sector and the Aboriginal community. Despite the new standard not being mandatory it is expected that employers will embrace it voluntarily. Employers recognize that providing an inclusion workplace that supports employees experiencing mental health issues is necessary to attract the most talented employees. Mental health has a long standing stigma in the workplace. 77% of Canadian workers currently experiencing mental health problems suffer in silence and are afraid/ashamed to disclose to their employer.

Key topics covered in the standard include: (1) Establishing commitment, leadership and participation; (2) Understanding the diverse needs of the organization's population so they can be appropriately addressed; (3) Maintaining confidentiality; (4) Establishing a policy and planning process to implement the system; (5) Identifying the organization's PHS hazards, assessing risks, and implementing preventive and protective measures; (6) Ensuring infrastructure and resources are in place to support the system; (7) Providing education and awareness, and ensuring key people are trained and competent; (8) Having processes in place to be prepared in the case of a critical event; and (9) Collecting data, monitoring and measuring success.

The *Psychological Health and Safety in the Workplace* is available for download at: <http://shop.csa.ca>.

## New Brunswick: 26th Annual Disability Awareness Week "Ready and Able to Work!" May 26 - June 1, 2013

Disability Awareness Week (DAW) continues the tradition of National Access Awareness Week first established in 1988 to promote better community access for people with disabilities. The theme for this year is "Ready and Able to Work!" Employment is a key factor in realizing self-sufficiency and the community participation of persons with any disability. This campaign happened in response to a request from Rick Hansen following his Man in Motion World Tour. For ten years, a national committee coordinated planning for the Week in communities all over Canada. In 1998, a decision was made in New Brunswick to continue celebrating an annual awareness week but with a new name to ensure that all issues related to persons with a disability could be promoted. 2013 will mark the 26th consecutive annual Disability Awareness Week in New Brunswick.

Activities for Disability Awareness Week are coordinated at the provincial level by the Premier's Council on the Status of Disabled Persons supported by a provincial Executive Committee. Local groups will also organize community projects across the province. Disability Awareness Week covers all types of disabilities and all age groups in partnerships with any interested supporters.

**Contests:** Several contests will take place this year to help organizations promote Disability Awareness Week activities. These are designed to foster discussion and a better understanding of the challenges facing more than 118,000 persons with disabilities living in New Brunswick. The Premier's Council on the Status of Disabled Persons is inviting communities and organizations to submit their interest to organize and host the annual kickoff event for Disability Awareness Week 2013, which will be held from May 26th to June 1st.

Premier's Council on the Status of Disabled Persons  
648 - 440 King Street  
Fredericton, NB E3B 5H8  
E-mail: [laurie.muise@gnb.ca](mailto:laurie.muise@gnb.ca) or [pcsd@gnb.ca](mailto:pcsd@gnb.ca)  
Website: <http://www.gnb.ca/council>



"Ready and Able to Work!"  
May 26 - June 1, 2013



## PSR/RPS Canada 2013 National Conference: Call for Abstracts

The Psychosocial Rehabilitation/Réadaptation Psychosociale Canada planning committee is seeking abstracts from individuals, programs, agencies, people in recovery, family members, service providers, researchers and interested community members across Canada who can contribute knowledge, share expertise and creative avenues of "Making a Difference: Recovery - Social Inclusion - Collaboration". The national conference will be held in Winnipeg, Manitoba "Making A Difference: Recovery - Social Inclusion - Collaboration" on September 23-25th, 2013 at Fort Garry Hotel & Spa Conference Centre.

Submissions from a variety of perspectives are encouraged as the conference organizers are committed to ensuring that the program reflects a range of themes and perspectives. The PSR/RPS Canada Conference Committee is planning for 60 and 90 minute Concurrent Presentations and Poster Presentations. The following streams for submissions are welcomed. They should reflect the theme of the conference...*Making a Difference: Recovery – Social Inclusion and Collaboration*: (1) About PSR; (2) Cultural; (3) Human Rights; (4) Leadership; (5) Recovery Tools (CBT, DBT, Physical Activity); (6) Research and (7) Stigma.

We ask that all presentations have an interactive and participatory component. A Question and Answer session should also be included in the presentation.

Complete online at <http://psrrpscanada.ca/general/2013abstract.htm> or by Fax at 1-705-456-9786.

**Call for Abstracts Open:** February 8th, 2013

**Abstract Submission DEADLINE:** April 1st, 2013

**Results Notification:** April 30th, 2013

Supported Employment Works... Because We Do!



## Rethinking Disability in the Private Sector:

### We All Have Abilities. Some Are Just More Apparent Than Others.

On January 16, 2013 the federal government released the report from the Panel on Labour Market Opportunities for Persons with Disabilities entitled "Rethinking DisAbility in the Private Sector". Persons with disabilities are more educated than ever before and bring new innovation and skills to the workplace and employer accommodation costs have a minimal effect on business balance sheets. Despite this evidence business leadership is required to implement inclusive labour force strategies. Persons with disabilities experience negative workplace myths, accessibility issues, attitudinal barriers and discrimination to employment.

The Government of Canada will strive to be a model employer and leader in the new strategy. Canada is facing economic and labour force challenges which the increased labour force participation of people with disabilities can help boost productivity and address labour shortages.

Private sector employers are beginning to understand the business case for hiring employees with disabilities and have reported excellent results. The full report can be accessed online at:

[www.hrsdc.gc.ca/eng/consultations/docs/pdf/Web\\_Labour\\_Market\\_Report\\_Panel\\_eng.pdf](http://www.hrsdc.gc.ca/eng/consultations/docs/pdf/Web_Labour_Market_Report_Panel_eng.pdf)