



# 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 **1 hour to 1 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 a mentoring a person exploring careers in that particular industry sector.

### Benefits for employer-mentors:

- Expand recruitment skills and perspectives to access talent and potential
- Attract positive media attention
- Tap into a pool of competent potential future employees
- Demonstrate community leadership
- Learn more about workplace inclusion
- Demonstrate a commitment to workplace inclusion
- 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 Sign-Up Form
- Discuss this initiative within your workplace and HR department
- Encourage employees and managers to be a Mentor
- Meet with your Protege and your Local Service Provider

### Provide your Protege 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

### Questions?

Reach out to your Provincial Hub for information any time.

Provincial Coordinator (Hub) Contact:



For more information about the MentorAbility Canada initiative connect with the following URL:

[supportedemployment.ca/mentorability/](https://supportedemployment.ca/mentorability/)

