

CAES 2017 Year in Review



Calgary Alternative Employment Services
Inspired Work, Inspired People

*166 Individuals
increased their
employability!*

CAES served 166
individuals in 2017.

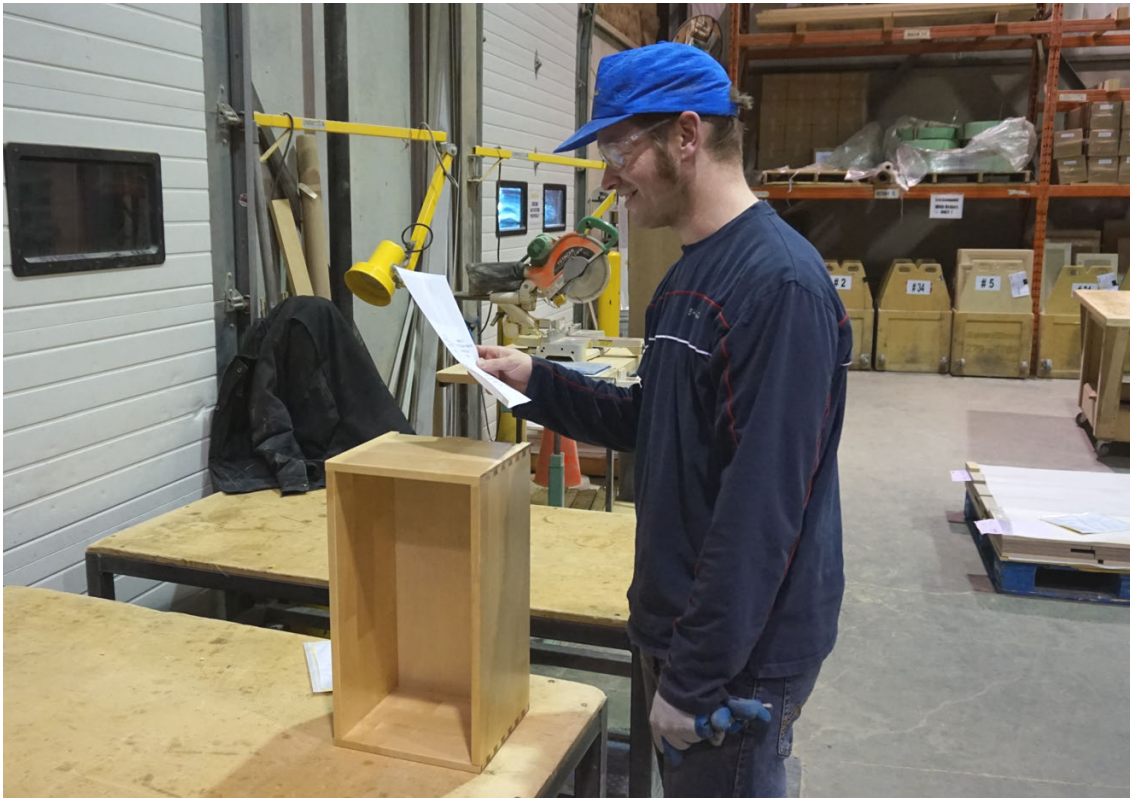
It's hard to be afraid of change when it's your default setting. An element of CAES that we're very proud of is our ability to work together collaboratively and identify the things we can do better, or differently, in order to more effectively prepare clientele for their next job (and meet the needs of employers in the process). This 'culture of learning' not only improves our efficacy and outcomes, it makes for a more engaging and rewarding workplace culture where everyone has a voice.

CAES has served over 150 job-seekers in the past year, and engaged with countless employers in our mission to increase workplace diversity and inclusion. We've worked collaboratively with Alberta Community and Social Services, the Calgary Employment First Network, and Community Futures Treaty Seven to build employer engagement and capacity. Collaboration, agility and commitment is serving us well. The workplace is changing - and we at CAES will continue to change with it and to help employers leverage strength and sustainability through a diverse talent pipeline, as well as a resilient and inclusive workplace. We extend our warm thanks to all of the dedicated job-seekers, employers and co-conspirators we've worked with this year, and we look forward with enthusiasm to an inclusive future of work.

Sean McEwen, CAES Program Director



Featured Employer: Multiwood



Since 2004, Multiwood has been a champion in employing people with disabilities. Through thick and thin, ups and downs in our economy, Multiwood has made diversity and inclusion a priority and 2017 was no exception. Multiwood is an employer that has exemplified what it means to be a 'top employer', especially in 2017 which proved to be an exceptionally difficult year for our CAES Candidate and long term Multiwood employee. When needed, Multiwood stepped up to the call of duty and really put policy to action. They extended their hand to support their employee through this tough time - no questions asked, simply doing what was necessary to make this situation easier.

We applaud Multiwood for going above and beyond to support their employees and we are proud to partner with such a dedicated, inclusive employer.

Chance Bellegarde, Career Consultant

New #CAESteam Member



Bernadette Lumugdang

Diversity and Engagement Consultant

I have worked in the human services sector since 2013. Empowerment through community and workplace engagement are initiatives that I have always been passionate about personally and professionally. Since moving to Calgary 4 years ago, I have come to admire the community building capacities of individuals and organizations in the city and feel very fortunate to be a part of it.

ACDS Conference: The Door Is Open...Awakening Our Collective Power


In April 2017, I had the privilege of attending my first ACDS conference, held right here in Calgary! Over the course of the three-day event, I absorbed a great deal of innovation, inspiration and was even asked to challenge myself: Who are you? Where are you going? Why are you going there? What is your story? What does your inner critic say to you? How do you facilitate connection in your community? What aspects of your story allow you to best connect with others?

These questions, and starting to create answers to them, highlighted the many important aspects of self-care and awareness as it relates to creating connections and successful service provision. One particular personal highlight was Nick Nissley and his introduction of the concept of 'Narrative Medicine' which stressed the importance of our individual stories, learning how to tell them depending on the message we are trying to convey, the connection we are trying to make with others and reminded us of the power we have in pulling positive and inspirational messages from the not-so-positive experiences we may have journeyed through.


Comfort zones, and exploring past them, was a theme mentioned by a few speakers. Kathy Archer touched on how uncomfortable our comfort zones can be and that pushing past our comfort zones, and venturing into what we fear, is where our full potential lies. As was also mentioned in the session 'Getting Networks Right' - "Nothing amazing in this life happens in your comfort zone!"


And lastly, Deena M. Martin shared the premises of 'DBT- Diabolical Behavioral Therapy', the seven types of 'Inner Critics' and their effects on the self and our connections with others, an introduction of mindful practice, and touched on breaking barriers to create connections within our communities; "the denial of our common vulnerability is the barrier to compassionate connection."


Ashton Bennett, Career Consultant



Who are you?
Where are you going?
Why are you going there?







New #CAESteam Member



Melissa Price
Intake Coordinator

A human service professional by nature, with a focus in vocational rehabilitation for the last 6+ years, I am excited to now be a part of the CAES team. My role allows the opportunity to introduce individuals from the community to the support and services we are able to provide as they navigate their personal journey through the workforce.

Candidate Success Story: Sheryl at Goodwill



CAES Candidate Sheryl had been a long term, dedicated employee at Cineplex for over 10 years. An economic downturn, and Sheryl's desire for a new challenge, influenced her decision to explore career options. Sheryl connected with CAES, seeking a career change that would provide her with an opportunity to contribute to an organization in need.

CAES helped Sheryl connect with Goodwill Industries, where she began to volunteer her time. Sheryl's exemplary work ethic was warmly received by her colleagues who shared that "Sheryl makes us all work harder" and "Sheryl puts us all into gear back here in the warehouse".

It came as no surprise that Sheryl was invited to the Goodwill Volunteer Awards where she was awarded the top provincial award; 'Goodwill Volunteer of the Year - Alberta Wide'. Sheryl is proof of both ability and dedication; she was quickly offered a permanent position with Goodwill Industries, and is thriving in a workplace that compliments her bubbly personality and next-level work ethic.

We'd like to congratulate both Sheryl and Goodwill Industries on their combined success, and applaud Goodwill Industries for nurturing diverse talent. Sheryl's journey and success with inclusive employment continues to inspire everyone at CAES.

Jacalyn Allison, Career Consultant

CFT7: A 10 Year Celebration of our Journey

Community Futures Treaty 7 has always been about building capacity with both the Service Provider community and the employers, with the outcome being the employment of Indigenous people with disabilities. CAES has been a proud partner of the disability employment branch since 2007.

Intersection of indigeneity and disability represents a significant but typically overlooked segment of diversity in our society. Engaging employers, as to the benefits of hiring Indigenous people with barriers, is something that both CFT7 disability branch and CAES have worked on together. The staff at CAES have benefited from the knowledge and wisdom that has been shared from the staff at the CFT7 when it comes to Indigenous ways. In turn, CAES has also shared their knowledge of Supported Employment Best practices with CFT7.

Relationships that are reciprocal in nature, and value diversity, always have an inclination to produce excellent outcomes that are beneficial for all. We look forward to continuing our relationship with CFT7 and are proud to have been part of the planning committee for the May 2018 event.

Jennifer Fournier, Diversity and Engagement Consultant

Accessibility Review



In striving to ensure access to physical environments, our objectives over the past year were to serve as an advocate and information resource, to inform, educate and influence accessibility and systemic change towards improving opportunities for people with disabilities. This was done through barrier identification, prevention, and the removal of said barriers towards inclusion and full participation in community life. The following is a list of some of the planned accessibility-related goals, as well as completed projects and initiatives from the previous year:

City of Calgary Transit Access Calgary: Review and make recommendations, through the Advisory Committee on Accessibility, on transportation services for people with disabilities and to advise on the implementation of the Review of Transportation Services for People with Disabilities recommendations. Allows us to conduct accessibility audits on all LRT's, Stations, Buses, and Shelters to ensure that all persons in Calgary have appropriate access to public transit.

Access Design Sub-Committee: Review and make recommendations on issues that relate to accessibility for people with disabilities. This includes, but is not limited to, the review of major public and private projects (e.g., properties, buildings, barrier free walkways, pathways, and parks) to ensure the greatest level of accessibility for persons with physical, sensory and cognitive disabilities. Currently reviewing and updating the Calgary Access Design Standards manual.

Calgary Airport Authority: Advisory Group on Accessibility working towards accessibility at the Calgary Airport. On December 11, 2017 the Calgary Airport Authority was awarded the Ella Anderson Accessible Transportation Award for their YYC LINK Passenger Shuttle.

Family Fun Day: Annually organize and implement the Family Fun Day at Calgary Rotary Challenger park which brings huge awareness for persons with disabilities related to exposure to adapted recreation and sport opportunities within Calgary. Also increases the awareness of non-disabled citizens in regards to the capacity for participation among persons with disabilities with access to adapted equipment and spaces. Family Fun Day 2018 will be held on June 23.

Cal Schuler, Diversity and Accessibility Consultant

Disability Employment Awareness Month



For the third year in a row CAES team members Hayley Richards and Sean McEwen sat on the Calgary Employment First Network DEAM Steering Committee. DEAM 2017 saw the continued support of previous partners (The City of Calgary, Calgary Economic Development, Mount Royal University, Bow Valley College, and Picture This Film Festival) and new supporters joining forces (Canadian Centre for Diversity and Inclusion, Alberta Community and Social Services). Our DEAM 2017 highlight involved the collaborative effort of Service Providers across the province with the "Proclaim DEAM Petition". Our petition acquired 2115 signatures and received a Provincial Declaration of October as Disability Employment Awareness Month in response from the Government of Alberta - Ministry of Community and Social Services. For more DEAM highlights, see the CEFN DEAM page.

The Year Ahead

2018 is off to a great start for the CAES team, with our new members settling in, and our team excited to have the new Intake Coordinator and Diversity and Accessibility Consultant Positions. We're looking forward to participating, and presenting, this year at the 2018 Annual National Supported Employment Conference - hosted by the Canadian Association for Supported Employment in beautiful Halifax, Nova Scotia. After the conference we'll be in full swing working on Disability Employment Awareness Month events with the Calgary Employment First Network, with our Director Sean McEwen as Chair of the DEAM Planning Committee. As always, we are continuously exploring new ways to serve local employers and are excited to begin hosting our curated "Employer Engagement Sessions" later this year.

We look forward to continuing to celebrate the exceptional work of inclusive employers in the Calgary business community, and developing new partnerships and collaborations.

Sincerely,

The CAES Team