



THE ADECCO GROUP

EmpowerWork Solutions

Inclusive Employment

Vanessa Duarte

Sales Director, EmpowerWork Solutions





We believe in the power of work.

We partner with local and national organizations across Canada to provide education and job opportunities, helping individuals find meaningful work.

A Skills Based Approach:

- Prioritizes skills, ensuring a more agile and diverse workforce, bridges gaps between education and employment, and promotes a fairer, more accessible job market
- Reflects the reality of today's workforce, where micro-learning, certifications, and on-the-job experience can often provide more immediate value than traditional degrees
- **57.5%** of businesses with skills gaps identified technical, practical, or job-specific skills as needing improvement



DRESS FOR SUCCESS®
TORONTO



Canadian
Down Syndrome
Society



TENT

Workflow for Inclusive Employment Through our Supporter Employment Partners

Not all partnerships are created equal, a standard Supportive Employment partnership will look as follows

	Adecco	Supported Employment Partner
Intake Assess ability to enter workforce		✓
Discovery Review Strengths: skill assessments, likes & dislikes, build trust		✓
Job Development Pre-Employment Interview prep, resume workshop, field trips to local businesses to observe roles being performed,		✓
Employment Job analysis performed, accommodations identified, onboarding experience developed, job coaches assigned	✓	✓
Performance Management Fade Out Job Coaches fade out after 3 weeks (as needed) and skills reviewed for ongoing support or aid required	✓	



Case Study

Our partnership with CDSS & Inployable



Our Partnership with CDSS & Inplayable

Canadian Down Syndrome Society & LinkedIn

Why inclusive employment is so important?

- 27% of Canadians have a disability.
- Businesses that are inclusive are 72% more productive.
- Inclusive Businesses grow profits 3X faster than competitors.
- The disability market touches 53% of consumers.
- 78% of Canadians are more likely to use a business that hires people who have a disability.
- Businesses with inclusive cultures are 8X more likely to achieve better business outcomes.

*Data taken from the Ontario Disability Employment Network (ODEN)

Why is Adecco working with Inplayable and CDSS?

- We believe that accommodation does not equal hardship.
- We believe in the power of work to be transformative.
- We are committed to making the future work for everyone.



Adecco

The Skills You Can Expect from this Workforce

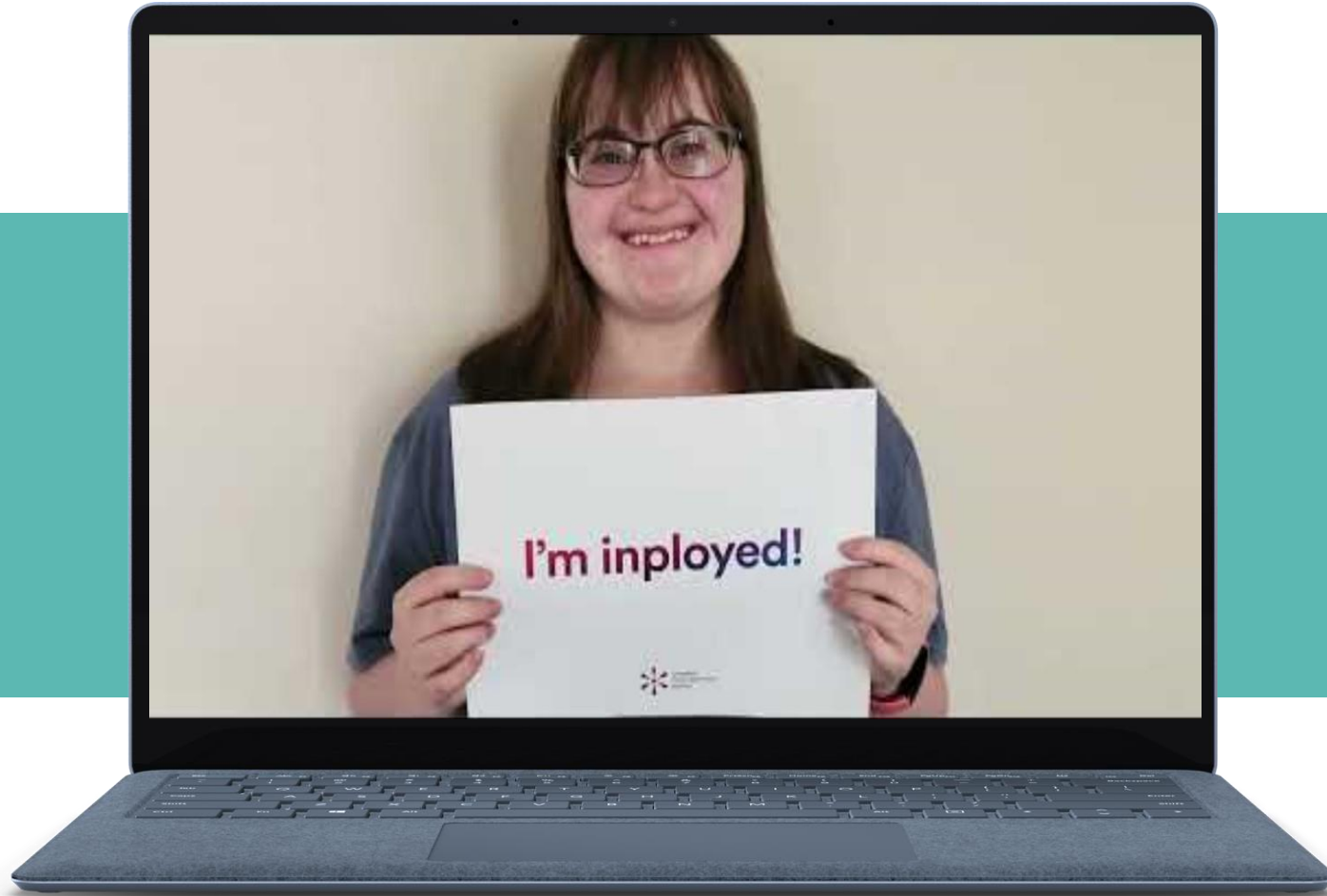
Loyal
Punctual
Detail Oriented
Organized
Positive Attitude
Routine Oriented
Low Absenteeism
Eager
Long-term Employment
Repetitive Tasks
Physical Strength
Inventory Skills
Culture Builder

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Our Partnership with CDSS & Inployable

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Accommodation Does Not Equal Hardship

Case Study

Engage

Our client collaborated with us and our partner, the Canadian Down Syndrome Society's (CDSS) Inployable program.

Collectively, we worked to 'think differently' by providing training and coaching to attract, onboard, and employ this workforce.

“

From a professional perspective, this partnership shows us that there are many individuals outside our traditional candidate market who are ready and able to work. From a personal perspective, this was one of the most rewarding experiences in my career.

”

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Adecco AKKODIS LHH

“

Thank you for taking a chance on having Amanda work at Cirque this summer. It means so much to Amanda to be working there and she tells everybody about it.

Gayle Carter
Amanda's Mom

”

Provided meaningful employment to Canadians from an underrepresented population



Employ and Empower

We had 3 associates with Down syndrome attend the orientation for the Toronto show. They joined the team as ushers / ticket scanners.

This incredible group scanned tickets, welcomed guests, and moved through the job duties assigned with the support of job coaches. All completed their assignments successfully, gaining valuable skills in the process.

“

I saw Amanda greeting guests and directing them to the correct doors verbally and motioning with her hands! This is an incredible and huge step for Amanda. I am over the moon proud of her and my assisting team for their efforts.

”



Inclusive Best Practices



Sample Job Descriptions

Job Description: Administrative Clerk (Receiving Filing IST/ISS)

Position Overview: We are looking for someone to help us organize and manage our paperwork at our Bolton, Ontario location. This job is perfect for someone who likes working alone in a quiet space and enjoys keeping things in order. You will be responsible for filing and sorting documents, making sure everything is accurate and tidy. This position is with the Canadian Tire Corporation.

What You'll Do:

- Accurately file and organize incoming paperwork.
- Match numbers and invoices with precision to maintain accurate records.
- Every six months, remove and box paperwork to keep the filing system up to date.

Your Responsibilities:

- Ensure all documents are properly sorted and stored.
- Maintain a high level of accuracy and attention to detail.
- Follow instructions and procedures to keep the filing system organized.

Work Environment:

- You will sit at a desk to sort papers into different folders. Sometimes, you will stand up to put the papers into a file cabinet. This means you will be moving between sitting and standing while you work.
- Work independently in a quiet, closed room to minimize distractions.
- Good supervision is available nearby to provide support and guidance as needed.
- Flexible shifts are Monday to Friday, 5 hours in length during the day.
- Safety shoes must be worn to work at this location, Adecco offers a discount on safety shoes if needed.

We are committed to creating an inclusive and supportive workplace. We welcome applications from individuals who are neurodivergent or have cognitive differences. If you require any accommodations during the application process, please let us know.

Inclusive Recruitment

Onboarding

- Provide training visuals
- Training may take longer; repeating information is key
- Provide a specific schedule and list of tasks
- Assign a coworker or supervisor that the employee can go to when they need assistance or have a question about a task
- Job shadowing and mentorship have proven to be successful methods for long-term training
- Have regular check-ins with your employee at the end of the first day, week, and month to ensure a successful fit and to resolve any challenges
- Remember that every individual is different and will have unique needs

Workplace Scenarios

Situation	Solution
There are sharp objects, machinery, or equipment in the workplace that could pose a danger	Make sure all employees are training in the proper use of any equipment with WHIMS and safety protocols
During training, an employee does not respond to a question or a series of instructions	Repeat the information. If possible, rephrase it, break it down into shorter phrases, or ask a yes or no question
An employee is inactive during slower periods at work	Give the employee a specific assignment list or ideas of tasks they can work on when things are slow
There are unexpected loud noises or flashing lights; an employee gets distracted	Whenever possible, let employees know ahead of time if there will be loud noises or bright lights
The power goes off in the workplace or a fire drill occurs	Reassure the employee that it is okay and the power will go back on soon or direct them to the nearest fire route

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