



Giving
Hope
Today

**THE SALVATION ARMY
- LAWSON MINISTRIES**

Welcome and Introductions

Lisa Schumph

- Salvation Army, Lawson Ministries

Josh Dion-Broadley

- Salvation Army, Lawson Ministries

Theresa Speers

- Salvation Army, Lawson Ministries

Mark VanNoord

- Lawson Ministries
& Airborne Productions





City of Hamilton Strategic People and Performance Plan.

Recognizes need to develop and implement a Diversity and Inclusion Strategy. Moral obligation to reflect the diversity of the community.

Proposes partnering with organizations in the Community while breaking down biases and barriers in the organization.

S. T. R. I. V. E.

Skills, Training, Recreation, Integration, Vocation & Empowerment

STRIVE Employment Services provides tailored employment services to adults with developmental disabilities who are eligible for the Ontario Disability Support Program (ODSP) Employment Supports program.

- Access to motivated, highly skilled workers
- Retention strategy and support and education in diverse hiring
- Personalized matching of candidates to positions
- On-the-job training with an experienced Job Coach
- Ongoing support and co-ordination throughout the employment relationship
- **Access to training incentives!**

STRIVE has developed a unique service to assist determined individuals in preparation, location, and maintaining employment.



Giving
Hope
Today

**THE SALVATION ARMY
- LAWSON MINISTRIES**





Why hire individuals with disabilities?

An Untapped Talent Pool

- 36% of Ontario's small to medium-sized business have difficulty filling vacancies due to a lack of qualified people
- At the same time, people with disabilities represent an untapped talent pool that can help fuel growth and a return on investment

(DuPont survey, 1991)

Employees with disabilities take less absence days

- **86%** employees with disabilities rate average or better on attendance

(DuPont survey, 1991)



Giving
Hope
Today

Why hire individuals with disabilities?

Employees with disabilities are highly motivated at work

75% small to medium-sized business employees with disabilities report they meet or exceed expectations

Employees with disabilities more likely to stay in the job longer

20%
lower job turnover compared to their counterparts without disabilities

(The 1987 Harris study (U.S.))



Giving
Hope
Today

Why hire individuals with disabilities?

\$25,000,000,000

- Estimated annual discretionary spending power of people with disabilities across Canada annually
(*Royal Bank of Canada*)
- 15% of Ontario's population has a disability, including more than 40% of people over age 65.
- 1.85 million people in Ontario have a disability. That's one in seven people.
(*Accessibilityconsultants.ca*)



Giving
Hope
Today

Why hire individuals with disabilities?

Safety

97% of workers with disabilities had an average or better safety rating

(DuPont Survey, 1991)



Giving
Hope
Today

Working at McMaster University

Over the years we have enjoyed a mutually beneficial relationship with McMaster University.

This relationship addressed a need they had to keep their fitness center clean and we supplied them with skilled workers who are very happy to be working on campus!!!



Giving
Hope
Today

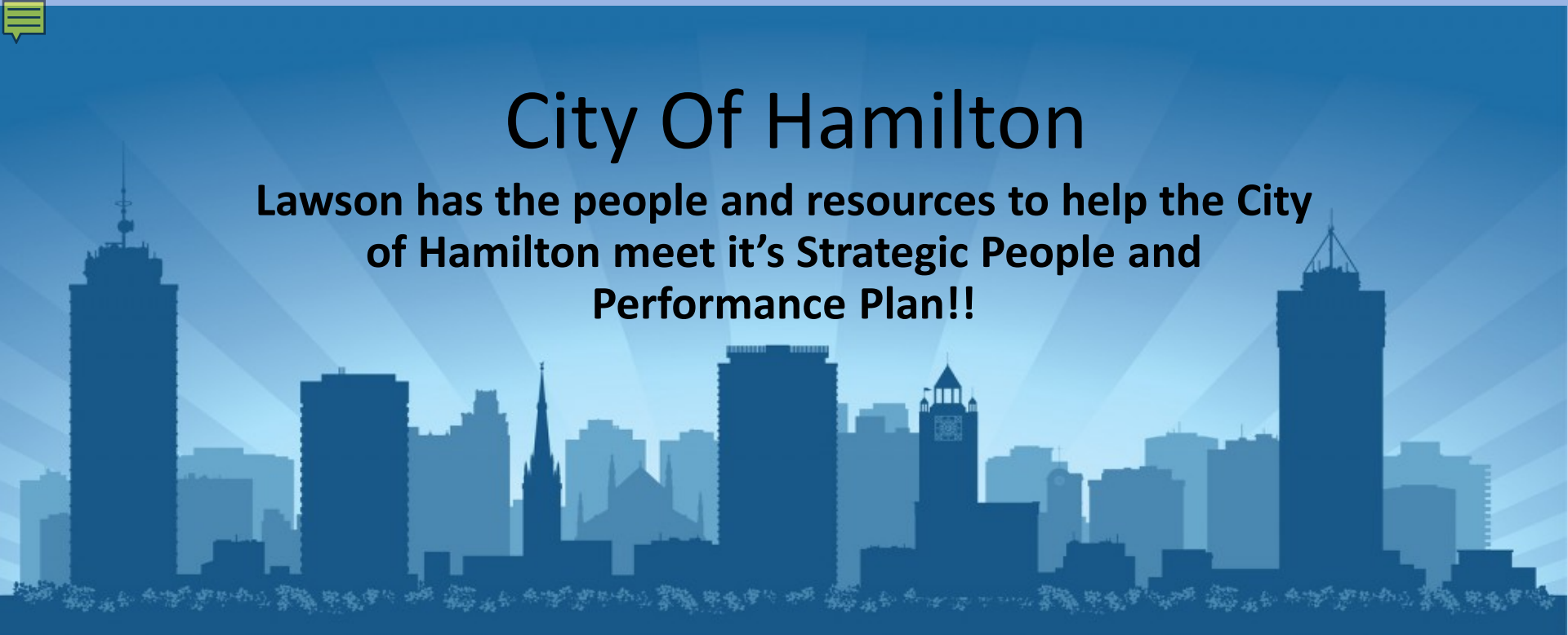
**THE SALVATION ARMY
- LAWSON MINISTRIES**





City Of Hamilton

Lawson has the people and resources to help the City of Hamilton meet it's Strategic People and Performance Plan!!



City of Hamilton Strategic People and Performance Plan.

Recognizes need to develop and implement a Diversity and Inclusion Strategy. Moral obligation to reflect the diversity of the community.

Proposes partnering with organizations in the Community while breaking down biases and barriers in the organization.

HAMILTON
ONTARIO

Who to contact?
Theresa Speers, Employment Services Case
manager
Tel: 905-746-1768
Email: theresaspeers@lawsonministries.org



Giving
Hope
Today

