

# Rotary Employment Partnership E-Blast

D5360 & D5370

 Inclusion Alberta

June 2021

## New Jobs Developed

### United Farmer's of Alberta



We are excited to announce that UFA in Red Deer is our newest inclusive employer, hiring Shane part-time on their Customer Sales & Services Representative team. In just a few short months, Shane has become a welcomed member of the UFA team. Shane will be responsible for the cleanliness of the store, ensuring main areas are swept and mopped. He will also be cleaning and facing store merchandise, stocking shelves and assisting customers.

\*Ask your local coordinator about job-sharing. Shane is one of two individuals in this role, sharing the position by providing different strengths.

*Photo: Shane (left) alongside assistant manager Bryan (right).*

### Rotary Club of Edmonton Mayfield

Sara graduated in 2020 from NAIT's Radio & Television Program through Inclusion Alberta's Inclusive Post-Secondary Initiative. Her goal was to find a job where she could showcase her bubbly personality and media skills. Recently, Sara began working as an Administrative Assistant with the Rotary Club of Edmonton Mayfield, where she has had the opportunity to do just that. In this role, one of Sara's primary responsibilities is managing the club's social media accounts. In addition, Sara is learning how to organize Zoom meetings and take meeting minutes.

Congratulations to Sara and the Rotary Club of Edmonton Mayfield on this exciting new job!

[Check out](#) Sara's first official web-post in her new role!



*Photo: Rotary Club of Edmonton Mayfair & Sara (bottom left)*



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“Follow” your District Facebook Page for regular updates from the Rotary Employment Partnership.

If you are interested in knowing how your workplace or Rotary Club can become involved, please contact:

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# Tips for Rotarians

## What is a Developmental Disability?

People with developmental disabilities can and want to work. This looks different for each person; some people wish to work full-time while others are only able to work three hours a week. Relatedly, an employer may not be able to provide full-time employment but could hire someone a few hours a week to fulfill a particular business need. Job seekers with developmental disabilities have a variety of skills, to meet a variety of needs, in a variety of industries.

## Why Rotary?

The hidden job market contains scores of jobs that are never advertised. This market accounts for 80% or more of all jobs, and it has the greatest variety of jobs ([Reference](#)). Breaking into the hidden market is difficult; It requires building connections, which is a significant barrier for many people with developmental disabilities.

Hidden jobs continue to exist even during times of pandemic and higher unemployment, with positions typically being filled by connections and networks. Employers don't want to be inundated with hundreds of applications, so they just tell a few key contacts. People with developmental disabilities struggle to access this hidden job market in the best of circumstances, which is why Rotarians play a key role in job development.

Rotarians in the right place at the right time have tapped into the hidden job market and capitalized on new opportunities presented over the past year. The jobs developed include roles in essential services, implementing COVID protocols, symptom/temperature checks, extra sanitizing, greeters, etc.



The Lawyer hired John

Watch "[The hiring chain](#)" now  
(1 min 43 seconds)

## What Can I Do?

- Build relationship with people: learn about their business. What does their company do, what is their title and responsibilities?
- Ask if they have heard of inclusive hiring? **Diversity** and **Inclusion** are hot topics in business today, but people with developmental disabilities are often left out of the conversation.
- If they want to learn more about hiring someone with a developmental disability, connect them to your local Rotary Employment Partnership Coordinator.
- These connections can be anywhere: your neighbour, your dentist, your grown children's business, vet office, faith community, other Rotary club members, local stores etc.
- Start the Hiring Chain