

# WE'VE OVERCOME OUR BARRIERS, LET US HELP WITH YOURS.

We invite you to sit down with us, over a cup of coffee, to discuss where EmployABILITY might work with your business. Maybe you have high turnover, struggle to find dedicated staff or are under-resourced to provide training for new hires, who may have a disability. EmployABILITY can help. As a no-cost resource for employers and potential employees, we encourage you to contact us and we will work together to help solve your workforce challenge. Similar to any hiring process, we only place a candidate when they match the skills you require.



## CONTACT INFORMATION:

employability@ykacl.ca  
Phone: (867) 873-3560  
Fax: (867) 669-7826  
www.ykacl.ca

### Office Location:

4919-53rd Street  
Yellowknife, NT

### Mailing Address:

P.O. Box 981  
Yellowknife, NT X1A 2N7



A service of



Financial assistance provided by



Dedicated.  
Determined.  
Diversified.

# We Mean Business.





EmployABILITY and Employment Support, a service for individuals who happen to have a disability, is a proven option for a dedicated, job-ready workforce who mean business.

EmployABILITY works in partnership with the Yellowknife business community to create positive relationships for training and job opportunities, and to promote diversity in the workforce.

## EMPLOYER FOCUSED //

Learning about your business work environment and labour needs, and crafting solutions for success as an employer of a diversified workforce, who may happen to have a disability... **EmployABILITY means business.**

## A RELIABLE SOURCE FOR TALENT //

Identifying the best talent for your workforce requirement. Working with candidates to ensure they are job-ready and capable of meeting the expectations your organization places on all your staff... **EmployABILITY means business.**

## A FULL-SERVICE COMMUNITY PARTNER //

Matching a successful candidate is the goal, working with you to assist with training and integration of staff. Ensuring a smooth transition, dedicated, on-site job coaching is provided, if necessary. Providing critical support to assure job success and goals are being met long after placement... **EmployABILITY means business.**

*Job coaching has come a long way; we've worked hard at perfecting this service. It provides the client and employer with added support from the beginning until it is no longer necessary. Job coaching is seen as the backbone to ensuring a successful partnership is made.*

## BREAKING BARRIERS //

Myth	Reality
A person with a disability is likely to miss a lot of work.	86% of people with disabilities rated average or better on attendance than their non-disabled colleagues.*
Workers with disabilities do not perform well and require extra supervision.	A Dupont Study showed that 90% of people with disabilities rated average or better on job performance.**
Job coaching did not work for us in the past, it was too passive.	A lot of training and time has been invested in improving the job coaching role. It is an active role, set up to ensure success for both employer and employee.
The cost of accommodating a person with a disability is prohibitive.	57% requires no spending at all. Those that do typically assumed a one-time \$500 investment.**
A person with a disability will have more accidents on the job.	98% of people with a disability rate above average or better in work safety than their non-disabled colleagues.*
Persons with disabilities don't really want to work.	Staff retention is 72% higher among persons with disabilities, saving millions of dollars each year in recruitment and training costs.*

\* Extracted from Recruiting and Retaining Persons with Disabilities in British Columbia – An employer handbook.  
 \*\* Rethinking Disability in the Private Sector. Panel on Labour Market Opportunities for Persons with Disabilities Report.



**Andrea.** Receptionist.  
National Aboriginal Representative  
People First of Canada



**Annie.** Food Service Attendant.  
Enrolled in Child Care  
Diploma Program



**Terry.** Dietary Aide.  
NWT Special Olympics  
Participant.