

RELIABILITY

CAPABILITY

ADAPTABILITY

DEPENDABILITY

NB EMPLOYER
SUPPORT
SERVICES

supporting employers with the
hiring of persons with disabilities

Canada

New Brunswick
Brunswick

Funded by the Government of Canada and the
Province of New Brunswick through the
Canada-New Brunswick Labour Market Agreements.

Moving forward to create
more employment
opportunities for persons
with disabilities

November 2017



What's NBESS all bout...

- ✓ New Brunswick Employer Support Services (NBESS) is a CCRW program supporting employers throughout the province of New Brunswick in the hiring of persons with a disability.
- ✓ Our mandate is to promote diversity and inclusion in the workplace specifically with the hiring of persons with a disability.
- ✓ We offer free and bilingual services to employers.
- ✓ Our funding comes from the Government of Canada and the Province of New Brunswick through the Canada-New Brunswick Labor Market Agreement.

We are not an employment agency. We facilitate the collaboration between employment agencies and employers of the province.

Where are we coming from...

- ✓ Both level of governments (federal and provincials) have been funding agencies/programs to support persons with a disability in finding meaningful employment but not necessarily in a cohesive approach...
- ✓ Awareness has made some significant progress ...
- ✓ In the last years, the major focus by various stakeholders in promoting the hiring of persons with a disability has been on sharing the 'Business Case' to employers and showcase 'Champion Employers' to create an infatuation which brought some interesting results...

Where we are...

Systemic barriers for persons with a disability:

- ✓ Accessibility
- ✓ Transportation (rural regions)
- ✓ Support services (discrepancies)
- ✓ It is still the segment of the working age group population that are well under represented on the workforce (Stats Can 2011-employment rate 49% PWD as opposed to 79% without)

Moving forward...

- ✓ We need to ask ourselves the question why employers are still reluctant in hiring persons with a disability?
- ✓ Ongoing initiatives are bringing results but more can be done.
- ✓ A national initiative should be on focusing on the how rather than the why employers should consider hiring persons with a disability.
- ✓ While maintaining funding programs to continue awareness, we suggest that (if Santa Claus really exist) to have a national program to provide to employers across the country the tools required to become disability confident employer.

National Disability Confident Employer Program

- ✓ Content
- ✓ Service Delivery Model
- ✓ Target Group
- ✓ Funding

New Brunswick...

- ✓ Based on NBESS' experience over the years, most employers that have received/access informational tools on the recruitment, hiring and supervision of persons with a disability have shown that they are more ready and capable of hiring and maintaining in their workforce persons with a disability...
- ✓ As per our latest survey done with employers that we visited, more than have hired a person with a disability in their workplace...

Thank you!

New Brunswick Employer Support Services

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