# NOTE TAKER TEMPLATE

# SUPPORTED EMPLOYMENT ENGAGEMENT

## COMMUNITY SECTOR WORK PLAN DEVELOPMENT PROCESS

## November 29, 2018, 1:30 – 3:30 pm, Housing and Homelessness Network

**Question 1**

**What is it your organization is doing that contributes to the economy of your region and the province? (~30 min)**

* Help find employment for clients (clients are employed and contribute instead of drawing social benefits).
* Co-worker employment.
* Help small businesses through purchased support agreements.
* Agencies contribute to the local economy (e.g., staff, purchasing supplies, hire cleaning staff etc.)
* Support other sectors.
* Encourage youth to take part in post-secondary education.
* Operate social enterprises (i.e., additional individuals employed in the community through these enterprises).
* Student program allows students to work while still in high school and allows them to stay in their communities.
* Provide training to clients to increase skills, which allows them to break the cycle of social assistance.
* Employed clients have improved mental health – less of a draw on the health care system.
* Employed clients require less respite care.
* SENL provides services for a fraction of the cost of alternate service providers.
* SENL members sit on chambers of commerce.
* SENL members sit on other boards/committees of organizations that also contribute to the economy (e.g., Farmers’ Markets).
* Refer individuals to other services for employment if they don’t meet eligibility for supported employment.
* Some employers are other non-profits (SENL clients who are employed help keep these organizations operating).
* Co-workers’ wages have been increased (i.e., more buying power).
* Some SENL agencies are the biggest employers in their communities.
* Some SENL clients start their own businesses and hire staff of their own.
* Not-for-profits are always looking for new ways to incorporate clients into our communities.

**Question 2**

**What are the ways Government can partner with your organization to enhance those economic contributions? (~30 min)**

* Government could provide more flexibility to agencies to manage/leverage their budgets (e.g., multi-year funding).
* Government could partner with community partners to inform the public/businesses exactly what not-for-profits contribute to the economy (sometimes businesses see not-for-profits as competition).
* Government could promote not-for-profits better.
* Government should ensure consistency in funding across the province for agencies.
* Some individuals are falling through the cracks – government should look at changing eligibility requirements for supported employment (e.g., services for autism).
* Agencies need the human resources to deliver services (i.e., sometimes staffing requirements are not considered).
* SENL is an industry within itself – not sure government recognizes that (i.e., consider the amount of employment created by SENL).
* The departments of Health and Community Services, Children, Senior and Social Development, Education and Early Childhood Development, and Advanced Education, Skills and Labour need to be on the same page with their policies that deal with the same clients –currently, they work in silos.
* Income Support policy needs to be looked at – clients are often afraid to work because they will lose their benefits – some are worse off by going to work. Barriers need to be removed.
* Disincentives to employment need to be removed, e.g., transportation costs in rural areas can be high.
* The Department of Advanced Education, Skills and Labour’s 1-800 number is an issue for clients
* Income Support services need to be coordinated – clients get different information from different workers.
* Alternate Care (Department of Health and Community Services) needs to be looked at – what happens when clients go to work?
* The departments of Education and Early Childhood Development and Advanced Education, Skills and Labour must coordinate regarding educational assessments and eligibility requirements for supported employment.
* Government needs to be aware of what SENL does & recognize/value their contribution
* Streamline assessments required by different departments

**Question 3**

**How can you better collaborate with other organizations in your community to enhance those economic contributions? (~30 min)**

* Collaborate with other organizations to enhance business opportunities.
* Collaborate with other organizations who may provide services that SENL cannot (e.g., pre-employment).
* Use other sources of funding to bring clients into businesses in the community who are not quite ready for employment (e.g., volunteer placements) – also helps businesses become aware of what SENL does.
* Collaborate with other organizations to bring awareness to individuals of what is available to them in their communities.
* Host community events and invite other organizations and businesses for networking to spread the word of what SENL does.
* Network with businesses to advise them how SENL can fill gaps in the labour market.
* Share information with organizations about initiatives that work well for you.
* Use your connections to employers to link other organizations with employers in their area (e.g., Tim Horton’s, Sobeys).
* Partner with chambers of commerce.
* Partner with Hospitality NL.
* Partner with Municipalities NL.
* Partner with mental health services in your region so clients can be referred more easily for services.
* Partner with other organizations such as the Salvation Army for client referrals and employment opportunities.
* Build positive relationships with towns and communities.
* Attend the annual general meeting of other organizations.
* Become members of committees in your community.