



Carleton
UNIVERSITY

Canada's Capital University



Research, Education, Accessibility, and Design



Preparing for Employment: Trends and Best Practices

November 3, 2016 at NACC Ottawa, Ontario

READ Initiative, Carleton University

- Introducing the READ Initiative.
- Overview of the Employment Issue.
- Introducing the Environmental Scan.
- Overview of Findings.



- Providing a link between the disability community and Carleton's academic and service units.
- Governed by an Advisory Board of 15 representative of all Faculties, staff, students and community members.
- Priorities driven by campus and community input.
- Employment issue identified as a priority



- People with disabilities are still underrepresented in the labour force.
- 55% of people with disabilities aged 25 to 64 were employed compared to 84% of the general population (Turcotte, 2011).

- Factors include:
 - stigma and misconceptions about accommodations and productivity.
 - severity of disability
 - lack of workforce preparation
 - a lack of employment programs and services specifically for students with disabilities (Gillies, 2012)



- Postsecondary education degree
 - employment rates for Canadians with disabilities between the ages of 25 and 64 who have a mild or moderate disability do not differ significantly from the employment rates of nondisabled university graduates (Fichten, C. S., et. al. 2012; Statistics Canada, 2014).
- Programs within PSE's to address particular challenges (Gillies, 2012)
 - formal transitional support - résumé writing, interviewing, and job searching
 - a liaison between the university and the workforce
 - mentorship program
 - social support
 - networking options



- Initiated by READ in collaboration with the ODI
- The scope of this project is to identify best practices in the employment preparation for students with disabilities at Canadian Universities and Colleges by contacting the disability service offices and career service offices.
- Initial online survey.
- Follow-up detailed phone interview.
- Input session at CACUSS

- Feb 1 - March 1, 2016
- Survey distributed to all colleges and universities
- Follow-up interviews with 20 schools
- Preliminary findings presented at CACUSS 2016.
- Draft redistributed to all participants for comment
- Final report available November 2016

- Intensive Intervention programs
- Collaboration between DSO's and CSO's
- Online information resources
- Online job boards
- Diversity employers
- Broader campus initiatives

READ Initiative

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Thank You!!

