



Community Living South Muskoka

Serving those with a Developmental Disability

EMPLOYMENT NEWSLETTER | JAN 2023



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Meet Our Employment Team



KELLY CLELAND

Kelly started at CLSM in 2011 as a Supervisor of Services & Supports. In 2015, she was made the lead supervisor for our Fundraising & Events team and in 2018, became the supervisor of our Employment Services team. In her 11th year with the agency, Kelly was promoted to Manager of Services and Supports. Her favourite part of working with CLSM is seeing the impact of our hard work and the mutual benefits for both the people we support and their community.



RACHELLE LAWRENCE

Rachelle has been working with CLSM for 33 years. She started her career in the Accommodation department as a residential Counsellor and moved to Vocational Supports in 2003 as Community Participation Worker. In October 2021, Rachelle joined the Employment Team. Rachelle's favourite part about working on the employment team is helping individuals prepare for meaningful employment and hearing exciting stories about what they want to purchase with their first paycheck.



JEFF DEWETERING

Jeff started with CLSM as an Integration Activity Facilitator in 2007. Later Jeff began working at Morrison Meadows and continues that role today! In 2016 Jeff started to have an active role on the Employment Team, working as an Employment Support Worker. The best part about being on the Employment Team for Jeff is working with the individuals supported and being an active part of the community.



SHANE COLLINS

Shane graduated from Niagara College with a business diploma and began working for CLSM in 2008. Shane started and ran a small business within the agency called "Buzz Cuts." Buzz Cuts employed individuals who CLSM supported. After successfully running Buzz Cuts Shane began working as an Employment Support Worker. Shane's favourite part about being an Employment Support Worker is seeing the individuals he supports be successful in their employment.



ROB HABEL

Rob has been working with CLSM for 22 years. He has spent the past eight years on the Employment Team working as an Employment Support Worker, providing support to employers and employees within the Muskoka community. Rob's favourite part about working on the Employment Team is the rewarding feeling when an individual gets a job!



JOHN POTTER

John is in his 21st year with CLSM and is a member of our Community Participation Support Staff in Honey Harbour. He wears many hats, taking on the role of Employment Support for those who live and work in the Honey Harbour area. He has received training in achieving employment outcomes and is a great asset to our team. John loves when the people he supports achieve success, reach important milestones at their job and especially loves the smiles on their faces from a job well done!

Our Employment Partners

The Employment Services Team works closely with employers and Individuals to meet the community's employment needs and the needs of the people we support. In addition, our Job Coaches provide ongoing support to employers and Individuals Supported to ensure quality job performance and to exceed expectations.

PRESENT

Boston Pizza
Custom Cottage Care
CLSM/Morrison Meadows
Heather's Home Care
Home Depot
McDonald's Bracebridge
McDonald's Gravenhurst
McDonald's Midland
Lakeside Construction
Simcoe Block
Gravenhurst Manor
Tim Horton's
YMCA Gravenhurst
Property Maintenance
Dollarama
Walmart

PAST CALENDAR YEAR

Food Basics
Artisan's Edge
Service Master
Port Carling G&CC
Sobey's Gravenhurst
Bracebridge Legion
Restore
Dollar Tree

SEASONAL

Muskoka Party Rentals
Santa's Village
Muskoka Event Services
All Port Marina
Muskoka Bay Club

Our Employed Individuals

32

supported through
Developmental
Services of
Ontario

10

supported
through SSM
(Employment
Ontario)

31

actively
employed
throughout
Muskoka

29

current
employers
throughout
Muskoka

National Disability Employment Awareness Month

Every October CLSM joins ODEN (The Ontario Disability Employment Network) along with countless organizations, businesses and individuals to celebrate National Disability Employment Awareness Month (NDEAM). It is an opportunity to reflect upon the achievements and successes of employees who are living and working with a disability; it is a chance to showcase that an inclusive workforce is a superior workforce.

In 2021, over 300 locations across Canada participated in #LightItUpForNDEAM, lighting their business or storefront in purple and blue, the colours of NDEAM. “The event ignited conversations about the importance of disability-inclusive recruiting and hiring” (odennetwork.com, 2022). Now in 2022, for the second year in a row, CLSM has worked with the Town of Bracebridge and Bracebridge Generation to illuminate the falls in blue and purple to show our support for the initiative.

Back at our AGM in September, we presented our Employer of the Year award to Simcoe Block who employ two of our supported individuals, Jeff and Josh. Josh is still fairly new in his role but Jeff has been working at Simcoe Block for almost a year. In that time he has completed his certification in WHMIS, Harassment and Bullying in the Workplace, Abuse and Rights Training, Confidentiality Training, and has obtained certification for specific job skills like High Falls and Ladder training. He has even become a certified forklift driver! We can’t thank the team at Simcoe Block enough for facilitating these opportunities and for working towards a fully inclusive workforce.



Pictured: top right: Bracebridge Falls lit in purple and blue for NDEAM, bottom: CLSM CEO Krista Haiduk Collier (center) presents 2022 Employer of the Year Award to Simcoe Block

CLSM Joins ODEN to Rethink Disabilities

As a part of raising awareness for NDEAM, ODEN held their annual Rethinking Disability Conference back in October of 2022. Rachelle, one of CLSM's Employment Team members, had the privilege of attending the conference to learn more about the future of disabilities in the workplace.

The conference offers countless networking opportunities with other employment service providers and potential employers and showcases various guest speakers and sponsors who support employment for individuals with a disability. Rachelle attended numerous workshops throughout the three-day conference. Some examples of the various workshops offered by ODEN:

- ⇒ Employment as a Goal: Engaging with Families-Developing Talent for the Future of the Employment Service Sector
- ⇒ Mental Health and Burnout: A Toolkit from CMHA
- ⇒ Project SEARCH, a unique school-to-work training program for students with disabilities: Why your Community Needs It

The conference closed with presentations from the Government of Ontario's Panel on Transformation, Enabling Change, AODA and Other programs. The presentation focused on the new System Service Manager (SSM) pilot project and since our agency is part of this project, Rachelle was proud to discuss the SSM with other delegates still waiting for their region to join the SSM.

When asked about her experience, Rachelle commented *"On several occasions I heard the reoccurring message, which was "early intervention", in other words starting with young adults just finishing high school is considered the sweet spot as they are already in a routine. We should be combining talent as we all have the same mission to create an inclusive workforce. Rethink Disability 2022 was very engaging and enlightening. It was amazing to see so many people and organizations on the same page, networking and inspiring each other on ways to break down employment barriers for people with a disability."*

Thank you Rachelle for representing CLSM at the conference and to ODEN for inviting us!

Submitted by Taylor Watson & Rachelle Lawrence



"It was amazing to see so many people and organizations on the same page, networking and inspiring each other on ways to break down employment barriers for people with a disability."

***- Rachelle Lawrence
CLSM Employment Team***



odenetwork.com, 2021

Celebrating Over 15 Years Working with McDonald's

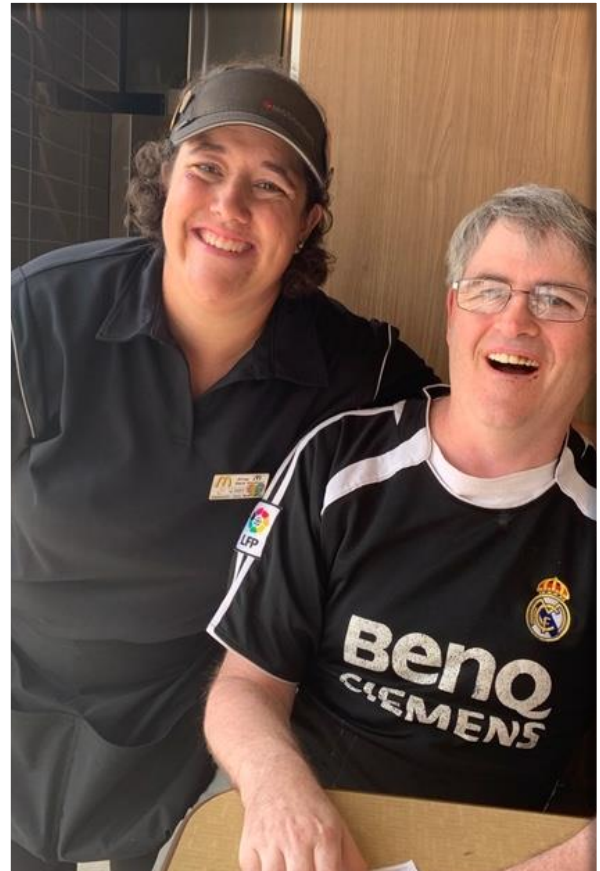


Last October, CLSM and our Employment Team celebrated a very special career milestone for Renee. On October 7th, 2022, Renee marked her 15th anniversary at McDonald's in Midland. What an outstanding achievement!

CLSM has worked with the Midland McDonald's in throughout the course of Renee's entire 15-year career. The restaurant has a long standing commitment to a diverse workforce and has become a global leader in inclusive hiring. Along with the Midland location, CLSM has partnered with McDonald's in both Bracebridge and Gravenhurst to offer employment opportunities for our supported individuals. Aileen has worked in the Gravenhurst location for almost 4 years, and Amy is closing in on Renee's tenure with an amazing 14 years at the Bracebridge location.

We want to thank McDonald's Restaurants for working with us to find meaningful employment for people living with Developmental Disabilities in Muskoka and across the globe.

We hope to continue working with you for years to come!



Pictured: top left: Renee co-worker at McDonald's Midland, bottom left: Aileen at McDonald's Gravenhurst, bottom right: Amy (and Tom) at McDonald's Bracebridge

From the Employer's Perspective

Heather's Home Healthcare / Bracebridge Chiropractic & Wellness Centre



Jacob has been working for a year and a half as the in-house cleaner at Bracebridge Wellness Center, home of Heather's Home Healthcare and Bracebridge Chiropractic & Wellness Centre. He has always loved cleaning and meeting new people; he truly has his dream job and looks forward to going to work each day. Nick Vianchi D.C., Owner and Chiropractor at Bracebridge Chiropractic & Wellness Centre, knows the importance of inclusive hiring in the workplace:

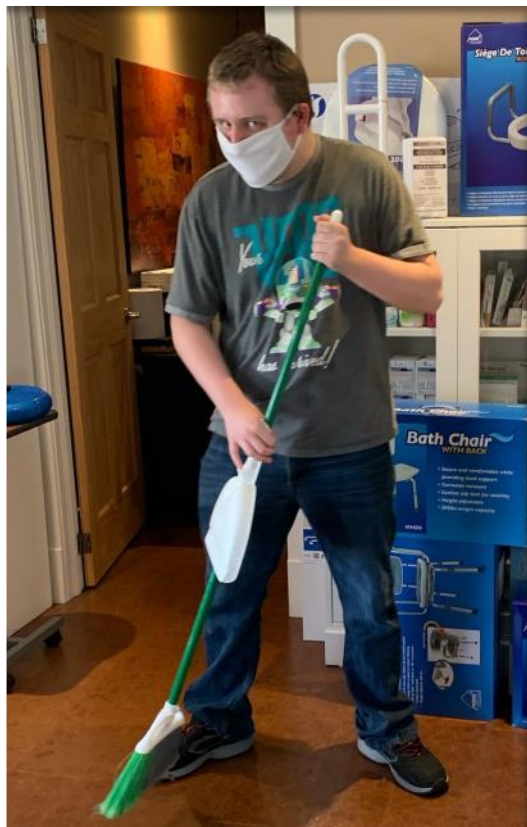
"What a wonderful addition Jacob has been to our team! Yes, he was hired as a "cleaner," which he does without hesitation and with good quality, but he has become a friend as well. His charm, energy and positivity are a welcome breath of fresh air. He improves the mood of our entire office and clients to boot!"

Our Employment Team met with Jacob once he had completed school to discuss the option of seeking a position that best fit with his needs, goals and talents. When Jacob was introduced to the Team at Bracebridge Chiropractic and Wellness Centre, they hit it off immediately. It wasn't long before Jacob had progressed into a valuable employee and team member.

"Working with Community Living has been easy and pleasant. They have been supportive and understanding. They, and this program, are a great asset to have in Muskoka and for any business considering this as an employment option."

"CLSM and this program are a great asset to have in Muskoka and for any business considering this as an employment option."

***- Nick Vianchi D.C.,
Owner & Chiropractor
at Bracebridge
Chiropractic
& Wellness Centre***



Laura & Vanessa Making Spirits Bright at Santa's Village

If you are familiar with sisters Vanessa & Laura, you know that they are always eager to get involved, share a smile, and lend a hand whenever possible. When the pandemic struck with full force, it was very difficult for the two girls to adapt to our new way of living and the isolation that followed.

The CLSM Employment Team began discussing the possibility of finding a seasonal job that would meet the girls' needs and provide them with an opportunity to give back to their community. When Santa's Village was brought to the table as an employer of interest, the Team quickly realized that they may have found the perfect fit.

In 2022, our job coaches met with the girls who were thrilled with the idea of obtaining seasonal employment. Together they worked on resume building, interview tips and computer skills. The sisters both landed interviews and this led to Laura joining the Santa's Village as part of a friendly and courteous team that welcomes guests as they arrive, and Vanessa joining as a member of the cleaning crew. Both were working towards a goal to be more independent and since starting their new jobs, they have transitioned from half an hour working alone (without the support of a job coach) to one full hour working alone.

Santa's Village is an inclusive, positive, fun working environment with on-the-job training opportunities and both sisters hope to be part of this team for years to come. Thank you to Santa's Village for welcoming us to their team and for promoting inclusivity in the workplace and congratulations to both Laura and Vanessa on your employment!



Tammy Continues to Make a Difference at the Manor

We are so proud of the people we support who are out there working in essential services and making valuable contributions to our community. Tammy, who joined the team at the Manor in Gravenhurst roughly five years ago says that things have been a bit different at work these days, but she is happy to be on the Front Line and helping the residents at the Manor to keep safe and healthy.

“When you look after a resident’s needs, it makes you feel like you are giving back to your community in the best way possible. The Manor provides a new chapter for residents on their life’s journey, and I am so happy to be a part of it!”

Her day-to-day duties include prepping 107 meals for her residents’ breakfast, lunch, dinner and snacks. She is on call to help whenever someone rings for assistance. Nothing stands in her way when it comes to making her residents feel supported and happy, not even a pandemic. Tammy continues to work, mostly nights, and is more than happy to do so even with new changes implemented in the recent weeks.

“We are fully tested for symptoms every time we enter and exit the building, without question, and we are really focusing on sanitation and keeping things extra clean. We wear full protective gear including plastic suits, masks, and gloves, and make sure we keep our distance wherever possible. It keeps me busy and keeps things interesting!”

The pandemic has changed everything about the way we live and work. The folks at the Manor have definitely seen their fair share of changes in recent years, but Tammy knows that she is making a difference for everyone she works with. Way to go Tammy, keep up the great work!



“When you look after a resident’s needs, it makes you feel like you are giving back to your community in the best way possible”

**- Tammy Laskowski,
CLSM Employment
Individual &
Employee at the
Manor at
Gravenhurst**

An inclusive workforce is a superior workforce.

The CLSM Employment Team would like to thank every employer that we work with for helping to foster inclusivity in the workplace. You are truly making a difference in the lives of people with developmental disabilities.

2022 Employer of the Year:
Simcoe Building Centre



2020 Employer of the Year:
McDonald's



2021 Employer of the Year:
The Artisans Edge



2019 Employer of the Year:
Food Basics

