



CAREER LENS



A Publication of the

Employment Equity and Strategic Initiatives Division • Treasury Board

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Manager's Message



With winter finally behind us, the staff of the Employment Equity and Strategic Initiatives Division look forward to the development of new and exciting employment opportunities for persons with disabilities over the coming year.

I would like to take this opportunity to provide you with an overview of our current programs, suggest a more efficient way for you to submit your resume to us, and inform you of our upcoming marketing plans.

Opening Doors Program - Positions associated with this program will continue to be filled on an ongoing basis as vacancies occur. As this can happen at any time, we continue to invite applications from residents of the Province who are living with a disability and are interested in full-time employment with the Provincial Public Service. Applications can be found on our website or by contacting our office.

Wage Subsidy Initiative - Proposals for developmental work experience opportunities for persons with disabilities in provincial government offices continue to be received by this division on an ongoing basis. In order to be considered for these contractual employment opportunities, registered clients must be in receipt of, or eligible to receive, employment insurance or income support. If you feel you meet the eligibility requirements for this initiative, please complete the Employment Status Form contained on our website, or contact an Employment Counsellor with this division.

Student Summer Employment Program - This program for 2004 is now underway. We are currently accepting applications from eligible students with disabilities interested in obtaining a 12-14 week summer employment placement in their related field of study with the Provincial Public Service. To be eligible, students must be currently attending a post-secondary educational

institution, returning to school in September, and registered with our division. Further details can be obtained on the Summer Employment Page of our website or by contacting us directly.

As employment opportunities are developed and presented to this office on a regular basis, I wish to convey the importance of keeping your file with us up-to-date. Further to this, we now invite clients to submit their resumes electronically so applications can be activated and referred by this office in a more timely and efficient manner. We encourage you to e-mail your resume to us in either a .wpd, .doc, or .txt format. You may also complete an Employment Status Form from our website or simply contact a staff person directly with your updated information.

Please note that our inability to contact you due to outdated information on your file may result in a missed employment opportunity. Therefore, it is in your best interest to ensure that your most current resume, contact information, and employment status is on file with this office. If you are not sure, please give us a call and we'll be happy to assist you.

I am pleased to report that we will soon be putting the finishing touches on our new promotional magazine. It is our hope that this publication, which will contain employee profiles and employer testimonials, will heighten the awareness of our programs and services and will serve as a valuable employment equity resource tool for all program participants. Copies will be available upon request and posted online.

In the coming months, we plan to visit clients and government departments in various regions of the province in an effort to increase our visibility and to work towards the development of potential work placements in the regions. Details will follow and we look forward to meeting with you during our regional visits!

ALTERNATE FORMAT AVAILABLE UPON REQUEST

CLIENT SUCCESS STORY!!

by: Danny Barrett



After working for eight years as a sales and stock clerk, I decided that it was time to further my education. I felt that a career in the Healthcare/Social Sciences fields was congruent with my interests. So, at the tender age of twenty-six, I set off for Memorial University. Leaving a permanent position to return to school was a big adjustment. A future of uncertainty replaced my dependable weekly paycheck. However, the encouragement of family and friends made the transition much easier than I initially expected.

I decided to pursue a career in Social Work. I have always enjoyed helping people through volunteering and felt that this would be a natural choice. The next several years offered many challenges, but I applied myself and pursued my goal. I was awarded both the Key Tag Scholarship and the Dr. J. Victor Thompson Scholarship for Social Work during my studies. My time spent at Memorial University was very empowering and I met many people who remain good friends today.

It was during my studies that a fellow Social Work student informed me about the Opening Doors Program. During my final year of university, I set up an appointment to meet with an employment counsellor of the program. I found this meeting to be very empowering and informative. All of my questions concerning the program were answered and I was given some practical advice on dealing with a disability in the workplace.

Upon graduation in 2001, I was offered a temporary position with Health and Community Services Eastern Region in the Community Support Services program area. I enjoyed this experience immensely but quickly realized that working in a rural setting can be quite a challenge for a visually impaired person. This is especially true when conducting home visits on a regular basis is a requirement for the position.

Just before this temporary position was about to end, I received a call from the Opening Doors Program informing me that Child, Youth and Family Services was looking for a Social Worker to perform duties for the Department of Health and Community Services. An interview was arranged as part of the competition process for the position. I was ecstatic when Human

Resources called me a few days later and offered me the position. The contract was originally for six months. However, after two six-month extensions the position was made permanent and went to a competition. To my delight, I was the successful candidate and have now been in the position for approximately two and a half years.

I receive a great deal of job satisfaction from my position. It involves processing requests for file information under the *Freedom Of Information Act* on behalf of people who spent time in the In-Care system in Newfoundland and Labrador. My work has assisted many people in piecing their lives together and answering many questions. I have even been instrumental in reuniting people with their birth parents after years of separation. Words cannot explain the feeling of accomplishment this provides. My Social Work training certainly assists me in this area. Furthermore, the support and knowledge provided by my manager and co-workers at the Provincial Office has aided me greatly in this area.

In addition to my paid employment, I keep busy by volunteering my time whenever possible. I am an Intervener with the St. John's Youth Diversion Program and sit on the planning committee for their Annual General Meeting to be held in St. John's this Fall. This keeps me in touch with a different client group and offers many opportunities for professional growth.

Without the assistance of the Opening Doors Program, I would not have had the opportunities I now possess. I would like to thank the staff of the program for all of their assistance to me and others over the years. They have already broken down many of the employment barriers that existed in Newfoundland and Labrador. Through hard work and dedication, people like you and I can help this program by showing employers what people with disabilities are capable of doing and breaking down the remaining barriers.

If you are interested in telling us your success story, we would love to hear it. Contact us today!

"Never desert your own line of talent. Be what nature intended you for, and you will succeed."
- Sydney Smith

Volunteering Can Work For You!



Volunteering is the most fundamental act of citizenship in our society. It is offering time, energy and skills of one's own free will. By caring and contributing to change, volunteers decrease suffering and disparity, while they gain skills, self-esteem, and

change their lives. People work to improve the lives of their neighbours and, in return, enhance their own health and well-being.

Volunteers come from all walks of life, representing all ages and demographics contributing in a wide range of fields including recreation, arts and culture, social services, education and health care. People volunteer for a wide variety of reasons, especially wanting to help others. But it's also OK to want some benefits for yourself from volunteering. Instead of considering volunteering as something you do for people, you can begin to think of it as an exchange.

According to recent studies, people volunteer for reasons including:

CAREER - to build your resume; to develop skills or to learn new skills; to make career contacts and gain work experience. Sometimes you can even find paying jobs through volunteer work.

ESTEEM - to feel better about yourself; to feel needed and feel like you are making a contribution

SOCIAL - to act in a socially desired way, ie., helping those less fortunate

VALUE - to allow you to act on deeply held beliefs about the importance of helping others

PROTECTIVE - to relieve yourself of unpleasant feelings like loneliness and guilt and to improve your health by promoting an active lifestyle

UNDERSTANDING - to better understand the people and organization you serve; to better understand yourself.

The primary motivation for volunteers is reaching out and helping their community but, in so doing, they also fulfill many of their own unmet needs. In the 2000 National Survey of Giving, Volunteering and Participating, volunteers indicate that they value volunteer work as an important element in their lives that allows them to learn new skills and interact with other volunteers.

Volunteer Testimonials

"I found my volunteer experience very helpful when I started applying for jobs; employers were impressed with the experience I gained from volunteering. It also helped me get my present job! The experience and friends I gained will last me a lifetime."

"Volunteering helped me gain a variety of personal and professional skills. I greatly appreciate the experience I gained, as does my current employer!"

Voluntary organizations such as the Community Services Council in this province provide training in a variety of areas, including inter-personal, communication, and managerial skills, and provides an enhanced knowledge of specific issues such as health or the environment, for example.

If you are interested in volunteering, but aren't sure where to begin, try asking yourself the following questions to determine what kind of volunteer opportunities will be best suited to you:

- What matters most to you?
- What kind of commitment can you make?
- Do you have specific skills or talents you would like to share or develop?
- What are your personal goals? Would you like to re-enter the workforce? Meet new people?

The answers to these questions will offer a good start to determining your volunteer expectations.

For more information about volunteerism, to obtain a list of questions you should ask as a volunteer, or to view current volunteer opportunities contact:

Volunteer Canada toll-free at 1-800-670-0401 or visit their web site at www.volunteer.ca

Community Services Council, Newfoundland and Labrador by telephone in St. John's at 709-753-9860, in Gander toll free at 1-877-651-1140 or visit their web site at www.envision.ca.



What if you find yourself in one or more of the following predicaments, but not sure where to go from here?

- ? You're on Employment Insurance
- ? You're recently out of work
- ? You want to return to the workforce
- ? You want to change careers
- ? You want to go back to school
- ? You may be laid off soon
- ? You quit or were fired
- ? You're an older worker



Visit www.jobsetc.ca and access information and resources that relate to your unique situation. If you do not have access to the Internet at home, please visit a Community Access Site near you.

Province to host National Conference on Supported Employment



The Canadian Association for Supported Employment will be holding its 10th National Conference on Supported Employment in St. John's from November 10 to 12, 2004.

This year, the conference committee, consisting of members from across the Country, will be working to bring an agenda that addresses the issues that Canadians with barriers to employment face each day.

The theme for this year's conference is "Working to Make the Connection." Some potential presentations and sessions include such topics as, but certainly not limited to:

- Fetal Alcohol Syndrome
- Mental Health Consumers Attachment to the Labour Force
- Client Centered Services
- Employers in the Community
- Working with Human Resources and Skills Development Accountability Procedures
- The Office of Disability Issues
- Association for Community Living
- Professional Development Opportunities

Conference Coordinators are Adele Petten and Shelley Andrews who are happy to provide further information to you as it becomes available. They can be contacted at Avalon Employment Inc., by telephone at 709-579-4866 or via email at case@thezone.net. Updated information will also be posted on the conference web site at www.nsec.ca.

Featured Community Support



The Canadian National Institute for the Blind (CNIB) is a voluntary agency and the primary provider of vision loss support services to individuals who are blind or visually impaired. The basic aim of the CNIB is to assist those who experience vision loss to develop the skills and confidence to be independent.

The CNIB also acts as a consultant and resource agency to the helping professions, government departments and private industries.

The CNIB provides rehabilitative services, free of charge, to persons of all ages living with vision loss. These services include counselling and referral, rehabilitative instruction, orientation and mobility, vision rehabilitation, career and employment counselling, technical aids services, library services and children's services. The CNIB has three district offices located in St. John's, Grand Falls-Windsor and Corner Brook.

If you would like more information on the CNIB and its programs, please contact Kelly Hatch, Manager of Client and Volunteer Programs, at 709-754-1180, ext. 216 or 1-800-334-2642 or by email at kelly.hatch@cnib.ca.

Feature Your Programs and Services!

The purpose of this feature is to inform our clients of the many community supports that are available to them for accessing career and employment related information and assisting with their job search. Submit your program to be featured in future newsletters, keeping your submission under 100 words, via email to openingdoors@gov.nl.ca.

"Our work is the presentation of our capabilities."
- Goethe

If there is anything you would like to see in future issues of the *Career Lens* or on our website, please let us know.

Your feedback is always welcome.

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