



A Publication of the

Office of Employment Equity for Persons with Disabilities • Public Service Secretariat

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## OFFICE UPDATE

### MEET OUR NEW TEAM!

With the start of a new year, we would like to introduce our new team at the Office of Employment Equity for Persons with Disabilities. After an exciting and transitional year in 2007, along with the addition of three new positions within our Office in the Fall, we are happy to have established our new team and to share our roles with you.



#### Charmaine Flynn - Job Development Specialist

Charmaine provides job development, intake and outreach services to the clients of the Office. She is responsible to develop and negotiate meaningful employment opportunities for persons with disabilities within Government. Charmaine also conducts information sessions for a variety of Governmental and community partners.

#### Rebecca Hedderson - Secretary/Receptionist

Rebecca provides clerical and secretarial support to the Office. She is the first person to greet you as you enter our Office and the first point of contact. Rebecca can answer any general questions you may have regarding the Office's programs and services.

#### Yvonne Hollohan - Administrative Officer

Yvonne coordinates all administrative and operational management issues of the Office and is the person "behind the scenes", overseeing the administrative and financial responsibilities of the Office's programs and services.

#### Kimberley Joy - Career Development Counsellor

Kim provides specialized career development, case management, and support services to clients of the Office. She provides support to human resource personnel and managers on issues related to the employment of persons with disabilities. Kim is also involved in outreach and networking with community partners.

#### Jim McDonald - Manager

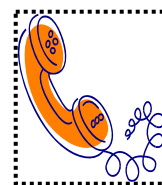
Jim is responsible for overseeing all programs and services of the Office, as well as general operations. He also works with managers and human resource professionals to explore and identify new positions within departments and agencies throughout the Province, and is projecting growth in the number of positions available in the regions in the coming year.

#### Kim Thompson - Human Resources Consultant

Kim liaises with departmental managers and representatives to ensure successful placements through the Office. She provides staffing and recruitment services for all hires through the various programs of the Office. Kim is also involved in the facilitation of a government training package on the employment of persons with disabilities.



We are all very excited about the opportunity to work together to provide a high standard of service to our clients and partners within the community and the Provincial Public Service. For more information on how to contact our staff, visit our website at <http://www.exec.gov.nl.ca/OpeningDoors/contactus.htm> or contact our main Office line at (709) 729-5881, TTY 729-5441, or e-mail [openingdoors@gov.nl.ca](mailto:openingdoors@gov.nl.ca).



# CLIENT SUCCESS STORY!!



By: Rhonda Brennan

I heard of the Office of Employment Equity for Persons with Disabilities while I was completing a Bachelor of Science at Memorial. I was skeptical in the beginning as I was developing my career goals, considering a career in research, and I did not win a job competition because of my prosthetic limb. I did not want to start using my leg to get ahead.

An Employment Counsellor at the Office assured me that the Opening Doors Program was about assisting qualified persons with disabilities to have an opportunity to get in front of Human Resource decision-makers and demonstrate their skill set. They would help give you an audience and support - getting the job was up to you.

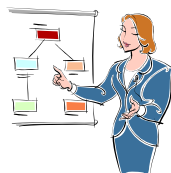
Several years later, I accepted an interview for a contractual position with the Department of Fisheries and Aquaculture (DFA) working as a Policy Analyst Assistant and was the successful candidate. My main role was to develop a document outlining the potential impacts of climate change on the Provincial fishing industry and present a set of recommendations.

I did not know what to expect as it was my first experience working for a public institution and my first professional office job - different from the laboratory work I was accustomed to. I discovered that the people in my department were passionate and dedicated, and always there to answer a question and encourage my enthusiasm. Importantly, no one at DFA made me feel like I was less; I was a member of the team. I was working hard and was acknowledged for my professional contributions. I was pleasantly surprised.



The work I did during my contract was relevant and fascinating. I realized that climate change had the potential to impact almost every facet of the fishery. Writing the report required me to incorporate knowledge from a variety of sources and introduced me to challenges facing the commercial fishery. It was my first opportunity to work in policy and strategy development and I loved it.

At the completion of my contract, I presented the report findings to DFA management. The report was well-received; in fact, the presentation went



over time because of a question and answer session that turned into an interactive discussion. Representatives from the Department of Environment and Conservation attended and were impressed with the findings. When the provincial climate change strategy was released, I was pleased to see several of my recommendations and background research had been incorporated.

The work led me to consider new career possibilities and altered my career path. I explored options outside of graduate research and worked towards a Masters in Business Administration. The University of Alberta has a great program with a focus in natural resources and energy. I was able to do courses in areas including natural resource law, natural resource economics and environmental economics.



I am now back working for the DFA, armed with a stronger skill set and a more global perspective. I am a Fisheries Policy Analyst and am eager to put my efforts towards initiatives that promote the sustainable economic development of our province's most important natural resource.

What I have learned is to be open to opportunity; you never know when you'll find your passion. More importantly, take on every new experience with enthusiasm and a willingness to learn. That's the only way to see how far it will take you.

***If you are interested in telling us your success story or know someone with a story to tell, we would love to hear it. Contact us!***



Already time to think about Summer ...

## STUDENT SUMMER EMPLOYMENT PROGRAM

In March, we will launch our **2008 Student Summer Employment Program**, placing post-secondary students with disabilities in provincial government departmental offices throughout the Province. To be eligible, students must be currently attending a post-secondary educational institution, returning to school in Fall 2008 and registered with our Office. Please contact Charmaine Flynn, Job Development Specialist, to indicate your interest in gaining valuable career related work experience through our upcoming summer employment program or to request more information.



## FEATURED COMMUNITY SUPPORT

### ABILITY EMPLOYMENT CORPORATION – CLARENVILLE AND BONAVIDA

The Ability Employment Corporation (AEC) is a non-profit corporation that provides career counselling and job development services to persons with disabilities. They are funded by Service Canada and receive Supported Employment funding from Human Resources, Labour and Employment.

Employment Counsellors at the AEC assist individuals searching for employment to find the job that's right for them. The counsellor works directly with the client to identify employment areas that are both of interest to the client and are compatible with the client's skill set.

The mandate of the AEC is to:

- assist persons with disabilities access supported, long term employment, for an equitable wage;
- assist in economic development by increasing employment opportunities for persons with disabilities;
- partner with community stakeholders to increase participation of persons with disabilities in the local and provincial labour market; and,
- provide individualized quality career counselling to persons with disabilities.

If you have any questions or would like to make an appointment, please call one of our current locations:

#### Ability Employment Corporation

105 Manitoba Dr., Ste. 301, Clarenville, NL A5A 1K2  
Tel: (709) 466 -1670 Fax: (709) 466 -1684  
Email: [abilityemploymentcorporation@nf.aibn.com](mailto:abilityemploymentcorporation@nf.aibn.com)  
Web: <http://www.abilityemployment.com/index.php>

#### Bonavista Location

P.O. Box 87, Bonavista, NL A0C 1B0  
Tel: (709) 468 -1977 Fax: (709) 468 -1423

Submitted by: Michael Scarsella

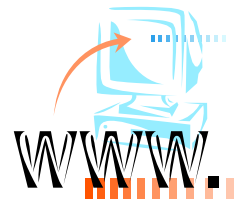


#### Feature your Programs and Services!

Submit your programs and services to be featured in future newsletters, keeping your submission under 100 words, via email to [openingdoors@gov.nl.ca](mailto:openingdoors@gov.nl.ca).

## LETTING THE INTERNET HELP

By: Charmaine Flynn



For many people the thought of adding another element to their job search strategies seems daunting, so why bother?

If you have home/community access to computers, using the internet as one part of your job search can help you overcome transportation barriers and be more time efficient. Using the internet is less costly than having to always access information or deliver job applications in person. It also meets an employer's needs because the increasingly preferred method of submitting job applications is electronically.

The Internet offers 24-hour access to newsgroups, websites, bulletin boards and guides. There are no geographical limits; you can search for labour market information, educational options, job posting from your community, region, country or the world. You do not need an appointment with the Internet and you do not have to worry about the logistics of setting up and getting to a meeting. It's also great if you are currently employed and looking for a better job.



Searching from home allows you the freedom to peruse all the available options out there. Using the Internet also shows an employer that you have research and navigation skills. Be sure to tell an employer during the interview that you reviewed their website or saw the job ad online. It shows you are on top of your game!

Networking, online or face-to-face, will help you as the more people you have working with you the better your chances of finding the career you want. The Internet allows you to meet people in your profession and other professionals who can help you. There are a multitude of chat rooms and groups set up for job seekers and career planners. Get to know the groups that interest you and then dive it.



Before you begin have a game plan. Build a list of key words that will help in your search. Stop for a moment and review what you have to offer. What are your skills and what occupation are you looking for? What type of company are you looking for? Knowing what you are searching for will help you weed out the

other things that will take up your time. Keep your key words broad rather than narrow. Rather than looking for a specific job title in a search engine, key in the major group it might be associated with. For example, type in "health care" rather than "medical lab technology." The broader you are in the beginning the more options will appear.

As you become more comfortable with your online job search, you will build a group of favorite sites that you can bookmark for easy access. Knowing some job search sites, newsgroups and list serves will help you start building your list of favorites. Detailed below are some suggested sites to get you started.

A good starting point is our website <http://www.exec.gov.nl.ca/OpeningDoors/links.htm> which will provide information on employment related links such as:

- Workopolis - [www.workopolis.com](http://www.workopolis.com)
- Monster - [www.monster.ca](http://www.monster.ca)

and disability related organizations such as:

- The Independent Living Resource Centre - <http://www.ilrc.nf.ca/disabilityresources.htm>
- Canadian Council on Rehabilitation and Work - <http://www.ccrw.org/en/index.asp>

The Provincial and Federal Government can help you to explore opportunities within the Public Service and obtain labour market information:

- Public Service Commission, Gov. of NL - <http://www.psc.gov.nl.ca/psc/jobs/entry.htm>
- Public Service Commission of Canada - [http://jobs-emploi.gc.ca/menu/home\\_e.htm](http://jobs-emploi.gc.ca/menu/home_e.htm)
- LMI Works - <http://www.lmiworks.nl.ca/>

Subscribe to a newsgroup such as:

- NF Jobs - <http://groups.google.com/group/nf.jobs/topics?hl=en> (anyone can post a job or job related inquiry).

Add your name to a list serve which can make your job search easier by having opportunities sent directly to your e-mail address:

- Centre for Career Development, Memorial University - [http://www.mun.ca/cdel/career\\_students/listserv.php](http://www.mun.ca/cdel/career_students/listserv.php)
- Career Beacon – <http://www.careerbeacon.com/notifier.html> (the Notifier feature can be set up to forward opportunities directly to your e-mail).

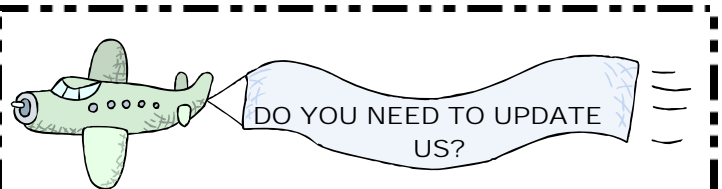
For access to the internet in your area, contact a local employment services centre such as:

- Department of Human Resources, Labour and Employment's Career Information Resource Centres
- local CAP sites, and
- Employment Assistance Services (EAS) offices.

As well, the Office of Employment Equity for Persons with Disabilities has an Enabling Resource Centre for job seekers where they can access the internet. For more information on this Centre, or for assistance in locating a contact in your region, please contact our Office. Finally, the Internet should not replace your current job search strategies - continue to communicate with people. Make contact, attend information sessions, and just get out there. Good luck in your job search!



Office staff will be visiting the regions over the coming year to meet with clients, community agencies, and government representatives. We are currently partnering with several government crown corporations and agencies to create new employment opportunities. Further information will be provided as this initiative develops.



In order to maintain an accurate employment profile for referral purposes, you are required to provide us, **on a regular basis**, with any changes to your address, telephone number(s), employment status, educational qualifications and your ability/availability to work.

Outdated employment and/or contact information will result in your file being considered inactive, so don't delay, contact us today!!

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