

UNITED WAY OTTAWA – CALL FOR PROPOSALS

FROM POVERTY TO POSSIBILITIES – PRIORITY GOAL DESCRIPTION

PRIORITY GOAL	IMPROVE EMPLOYMENT AND LABOUR MARKET OUTCOMES FOR PEOPLE WITH DISABILITIES
KEY ISSUE	Approximately, 150,000 people in Ottawa live with disabilities. One in six live in poverty. Only 43% of people with disabilities participate in the workforce compared to 70% of the general population. Many experience attitudinal and accessibility barriers. A majority of employers report feeling unequipped to meet the needs of employees with disabilities and lack the knowledge to address potential accommodation requirements.
ADDRESSING SYSTEMIC CHANGE	Access to employment opportunities is a vital building-block for full participation in society. Studies show that employees with disabilities are often more productive, dependable and loyal to an organization and that staff retention is 72% higher than their co-workers without disabilities. By providing employment opportunities to people with disabilities, not only are we giving them a pathway out of poverty, we are helping employers access a virtually untapped talent pool to increase their likelihood of getting the right person for the job and will have a positive impact on Ottawa's economic environment.
FUNDING CATEGORIES AND EXAMPLES	Programs and projects that lead to employment and improved labour market outcomes, including investments in: - Employment related social enterprises - School to work transition for youth - Job finding and retention (including workplace support) - Career mentorship Criteria: Programs, projects and social enterprises that: - Lead to employment that adheres to Ontario Labour Standards i.e. minimum wage or greater, health and safety standards, etc. - Increase participants opportunities to succeed in Ottawa's labour market - Ensures dignity of choice, and fosters an inclusive workplace and/or community Research into best practices, tools and promising approaches to

	improve labour market outcomes and to develop employer case studies on the benefits of creating an inclusive workplace. Convene diverse stakeholders to better coordinate resources and enhance collaboration for a greater impact. Advocate for strategies and policies which would improve economic conditions through an inclusive workplace.
TARGET POPULATIONS	Individuals aged 15 and over with sensory, physical, intellectual, developmental, learning, and/or mental health issues who are experiencing barriers to attaining and retaining employment suitable to their skills and experience level.
Note that funding will not cover wage subsidies or benefits for program participants	

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