

**Opportunities Summit
Employment and Entrepreneurship
Persons with a Disability**

Summary Report

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BACKGROUND

Context

The Jobs Board Secretariat (JBS) was established to support the Jobs Board and its mandate to foster a jobs and economic growth agenda for New Brunswick. The opportunities-based economic development model is based on the idea that the competition for business investment and for talent has never been higher. There is a need to identify and align our collective resources to develop tangible, highly valuable and profitable opportunities that will attract investment from local businesses, communities, ambitious new entrepreneurs and multinational firms.

In order to consider the largest range of potential opportunities for NB's growth, the JBS has organized a series of Opportunities Summits around the province, between late September and December of 2015, in partnership with several lead departments.

The Premier's Council on the Status of Disabled Persons (PCSDP) is the secretariat of the Government of New Brunswick responsible for stakeholder consultation and engagement, research and study, and information sharing on issues related the status of persons with disabilities.

The Premier's Council advises the Government of New Brunswick on disability issues and policies. The Council's partnerships within government and with the not-for-profit sector are key factors as we collectively work to improve the supports and outcomes for persons with disabilities, and their families, in New Brunswick.

The Disability Action Plan (or DAP) is a multi-year strategy that includes recommendations involving key disability stakeholders with a focus on poverty, housing, disability supports, universal design, transportation, full citizenship, education and recreation & wellness.

The Employment Action Plan for Persons with a Disability (or EAP) is a complex collaborative effort similar to the DAP which looks to change and build policies, enhance services, support stakeholder collaboration, engage employers and fundamentally shift how disability and employment is addressed in New Brunswick.

Implementation of both the DAP and the EAP is also being monitored and led by the Premier's Council on the Status of Persons with a Disability.

As part of International Day of Persons with Disabilities, the Premier's Council on the Status of Disabled Persons organized this summit for key provincial stakeholders to brainstorm how to move our economy forward through the growth and identification of employment and entrepreneurship opportunities for persons with a disability. The 5-pillar growth framework (People, Ideas, Money, Infrastructure, Nimble Government) was used to help uncover the challenges and gaps in realizing this growth potential.

It should be noted that this Opportunities Summit differed from previous Opportunity Summits in the following ways:

- The Summit was held in conjunction with the PCSDP's annual event to recognize the United Nations International Day of Persons with Disabilities.
- As part of the day, the release of the annual progress report for the ***Disability Action Plan -The Time for Action is Now*** and the announcement of **Disability Awareness Week 2016** was also included in the Summit.
- The Premier provided opening remarks at the beginning of the summit, but did not attend the end of the summit to listen to presentations and offer closing remarks.
- The Premier met privately with the PCSDP following the Summit.
- The Summit was only 2 hours in length.
- The invite list was focused on the PCSDPs partner agencies.

Summit Objectives

The Employment and Entrepreneurship for Persons with a Disability Opportunities Summit had 3 objectives:

- 1) To identify employment and entrepreneurship opportunities for persons with a disability;
- 2) The development of a pipeline of "Opportunities" to grow NB's economy, and the conditions for success in those opportunities; and
- 3) Positive communications and relationship building between these key stakeholders, the Premier and government.

Summit Agenda and Participants

This Opportunities Summit occurred on December 3 at the Delta Hotel in Fredericton. Participants included a diverse group of disability stakeholders from around New Brunswick numbering 35 along with 15 MLA's, Ministers, and various government staff members. A full list of stakeholders can be found in Appendix A.

12:30pm	Coffee, Light Snacks and Networking
1:00pm	Welcome and Introductions by Jeff Sparks, Chair of the Premier's Council on the Status of Disabled Persons
1:05pm	Remarks by Premier Brian Gallant
1:20pm	Presentation of the Annual Progress Report for the Disability Action Plan
1:25pm	Overview of the Summit
1:30pm	Facilitated Small Group Sessions
2:25pm	Presentation of Ideas
2:45	Next Steps and Wrap Up

WHAT WE HEARD

The priority of the Government of New Brunswick is job creation and GNB is working with the private sector and others to create jobs and grow the economy. This is a necessary step as together we work to make New Brunswick the best place to live, work and raise a family. Over many years, NB has undertaken numerous strategies and plans aimed at improving employment for persons with a disability.

While progress has been made through a wide array of community or government programs, and the investment of substantial amounts of money, more still needs to be done to improve employment for persons with a disability in NB.

Participants in this Opportunities Summit were asked to meet to brainstorm how we can grow opportunities for persons with a disability to become employed, and to identify how we can work better together to move New Brunswick forward.

Participants were divided among 5 tables of 8 or 9 participants and asked the following questions:

- What are the growth opportunities for employment for persons with a disability in NB?
- What are the conditions for success to move forward on this in NB?
- What are the next steps stakeholders and government must take to improve employment for persons with a disability?

Participants were given 15 to 20 minutes to discuss each of these questions at each table. After 50 minutes each table was asked to present their input on the three questions.

These table comments are presented below clustered under the 5 Key Pillars of the GNB Economic Growth Framework. These 5 Key Pillars include People, Ideas, Money, Infrastructure, and Nimble Government.

Several of the table comments occurred repeatedly within the five small group discussions and listed below based on how often they occurred. The number of occurrences for each comments is also noted.

Conditions for Success

People

- Develop a province wide communications and engagement plan designed to change attitudes on employing persons with a disability, recognize success, identify NB champions and leaders, secure testimonials, and build the business case for hiring persons with a disability. This would also include preparing, maintaining, and publicizing a comprehensive provincial inventory of services for persons with a disability. This would also be a strong encouragement to many persons with a disability and be helpful

in increasing their hopes that they too can be employed with the provision of the proper tools. This comment is from all five tables.

- Similar to the first point, there is a need to better eliminate any stigma associated with hiring a person with a disability. This should be done through a sensitivity and awareness training program for employers, government, other workers, persons with a disability, and their parents. This comment came from all five tables.
- Parents are recognized as being extremely important for a person with a disability finding a job. Specific supports for the parents of persons with a disability need to be enhanced and parents need all of the encouragement and assistance possible to help their child with a disability find and maintain employment. This comment came from all five tables.
- A key issue for persons with a disability is flexibility in their work schedules whether for part-time or full-time jobs. When employment for a person with a disability is being designed, it is critical for employers to ask about this aspect and to be open to someone working less than a standard work week and to be willing to check in with that employee regularly to ensure that this arrangement remains viable. This comment came from four tables.
- For any future provincial employment initiative for persons with a disability government and business needs to commit to increasing the actual numbers of persons with a disability that are employed. This increase needs to be steady if slow. This will also involve obtaining improved NB data on employment for persons with a disability. This comment came from two tables.

Ideas

- Transitions for persons with a disability are very difficult and critically important. Improving transitional supports from school to post-secondary education and then onto employment needs to be enhanced and improved in order to increase the number of persons with a disability finding and keeping a job. This comment came from all five tables.
- Similarly, transition support with a navigational focus is a key. This support must have a more human person-to-person approach than is available today, with trained professional case managers/navigators bridging the gap between a person with a disability and employers. With the understanding that “one size does not fit all”, this navigation support with a more human touch must be much more about mentoring with practical approaches to networking and securing meaningful paid work. This comment came from four tables.
- A basic human service principle is that deficits are addressed by building upon assets as early as possible. Any support programs for persons with a disability need to start from this premise. This comment came from four tables.
- Program supports to increase employment must be life-long and flexible in nature. This comment came from three tables.
- Enhanced employment supports for persons with a disability also need to include better work from home accommodations and options. This comment came from three tables.

- Second language training for persons and students with a disability needs to be increased and improved in order to increase their level of employment in New Brunswick. This comment came from two tables.
- Special admissions for CCNB/NBCC can be further increased to better equip more persons with a disability with necessary job skills and tools. This comment came from one table.
- Rural communities and their residents with a disability have special challenges in finding jobs. Special programs and supports are required to increase employment for persons with a disability living in rural New Brunswick. This comment came from one table.
- With a declining workforce and a rapidly aging population with an increasing level of age related disability, special attention needs to be paid to better support seniors with a disability who wish to be employed part-time or full-time. This comment came from one table.

Money

- Access to sufficient financial capital to fund innovation and system transition to support employment for persons with a disability is difficult to obtain. GNB should create a new Persons with a Disability Employment Fund to spur employment growth and innovation similar to the new Youth Employment Fund. This new Persons with a Disability Employment Fund would encourage private sector investment, partnerships with community agencies, and support employment training, retraining, wage costs, and other related employment expenses. The outcomes indicators would focus on actual increased employment, incomes, and quality of employment for persons with a disability. This comment came from all five tables.
- Universal design and access to built infrastructure remains insufficient in New Brunswick. GNB needs to encourage full implementation of the National Building Code and its Universal Design aspects through an intentional training and engagement program for builders, investors, municipalities, and end users. This comment came from one table.

Infrastructure

- Transportation is a long time challenge for many in New Brunswick with limited financial means, including persons with a disability. Public transportation is limited to a very few municipalities and taxi service is expensive and often inadequate. A provincial transportation strategy for persons with a disability has recurred in every disability stakeholder engagement and strategy report for many years, to only minimal impact. Improving transportation, especially in rural areas, is absolutely critical to improving employment for both persons with a disability and anyone else. This comment came from all five tables.
- Evidence informed decision making is vital to ensure that programs do what they are intended to do and that the resources invested in helping people actually do help the people that are targeted. While this is recognized by decision makers in this province, there are steps that must be taken to make evidence informed decision making more

real in this province. The quality of the data and its analysis for decision makers must be improved. Labour market data for persons with a disability, and others, must be “translated” into plain language. There must be improved benchmarking for our program outcomes, improved measurement capabilities, and enhanced statistical and qualitative data analysis. There is a vast body of analytical best practices used in the private sector, non-profits, universities, and other jurisdictions that can be readily applied in this province to vastly improve our program targeting and outcomes. This comment came from three tables.

Nimble Government

- GNB needs to first demonstrate change by improving its own employment practices and outcomes for persons with a disability while also saying to the public what it is doing and why it is important. This can be done by rebooting and enhancing the GNB Equal Employment Opportunities (EEO) program. This comment came from three tables.
- At the same time, GNB needs to more fully commit to implementing the Employment Action Plan for Persons with a Disability (EAP) and its reboot when the EAP comes up for renewal in April 2017. The next version of the EAP would be more evidence informed with a focus on increasing actual employment for persons with a disability. Disability stakeholder engagement needs to be broadened and enhanced in both the planning and implementation of the EAP through regular progress updates from a variety of information platforms. This comment came from three tables.
- Enhancing employment for persons with a disability which should be done through broad community partnerships focused on meeting individual needs and actively matching people with employment situations that are well suited to their skills and ambitions. This comment came from three tables.
- While improving employment for persons with a disability is both a positive aspiration and sound business practice, it is also often a legal requirement. There must be full adherence and respect for the human rights laws and regulations in New Brunswick in any steps taken to increase employment for persons with a disability. This comment came from two tables.
- Within GNB, the many programs and initiatives that support employment for persons with a disability are scattered around at least three departments, including Education and Early Childhood Development, Post-secondary Education Training and Labour, and Social Development. Coordination and “silo busting” remains a challenge. Merging the leadership of these programs and initiatives under one department would improve their effectiveness and enable seamless service provision and the shifting of more resources from departmental overheads to direct programs. This comment came from two tables.
- In a similar vein, processing times for study grants and other similar programs needs to be improved. This comment came from two tables.

Employment Opportunities

As part of this Summit a number of specific industries were identified as having strong potential for employing persons with a disability, including:

- Tourism
- Services for seniors
- Health Care
- Leisure Services
- IT
- Trades
- Home-based Contact Centres such as in insurance and financial services
- Manufacturing
- Woodworking
- Baking and Food Production
- Crafts and Art Production
- Workbook Production
- Decorating
- Entertainment
- Writing and Editing
- Data entry
- Coding
- Communications
- Web Services
- Project Planning
- Translation
- Media Monitoring
- Software Development and Testing
- Online Gaming
- Herb and market gardening with local sales.

LESSONS LEARNED

As with any large meeting there are always things that can be done better. Here are a few lessons learned during the event:

What Went Well

- The Summit objectives were met including:
 - Identification of a list of opportunities
 - Articulation of the conditions for success for the opportunities identified
- Generally, there was good feedback from participants on the event
- There was good attendance by disability stakeholders as well as government officials, MLA's, and Cabinet members.
- The audio sound system and simultaneous translation worked well

What Could Be Improved

- A longer discussion and dialogue session with the Summit participants.
- Meeting logistics such as the use of name tags and a better registration process.
- Provision of more specific information on persons with a disability in New Brunswick.

Next Steps

This Opportunities Summit and this report touch on most of the arguments, challenges, gaps, needs, costs, requirements, observations, and sector dynamics that are clearly evident whenever improving employment for persons with a disability is the topic of discussion in this province. Doing things the same way in the future will, most likely, leave us with the same outcomes, which we all agree need to somehow be improved for the many people we serve.

The Premier's Council on the Status of Disabled Persons believes it is possible and desirable to have an approach driven by New Brunswick data that takes a market and partnership approach that increases the number of jobs, is adaptable while meeting the needs of both persons with a disability and employers, and adheres to our laws and to best practices.

The Premier's Council is taking steps now to find ways we can do this work better, to improve our collective strategic impact, and to support a more nimble focus on the needs of clients as people. This would be an innovation from our usual approach that is often dominated with discussions on how to tweek of the workings our many systems to improve some tactical outcome.

As a necessary first step, the Premier's Council will enhance the level of engagement between the many disability stakeholders that must be involved in doing this work differently and more effectively, including through the Employment Action Plan for Persons with a Disability, and the Disability Action Plan. The Premier's Council will also facilitate a follow up Summit with disability stakeholders to continue this discussion.

APPENDIX A: INVITEES/ATTENDEES

Opportunities Summit for Persons with a Disability

Alene Homes	NBCAG/Steinback Consulting
Allen Bard	PETL
André Deschênes	LDANB
Annie Chiasson Doiron	Vie Autonome - Péninsule Acadienne
Amélie Deschênes	Social Development
Armand LeBlanc	PCSDP
Beverly Grasse	Neil Squire Society
Bill Patrick	PETL
Brennon Somerville	Aboriginal Affairs Secretariat
Brian Kelly	EECD
Bronwen Cunningham	PETL
Chantal Poirier	NBCDAG
Cheryl LeBlanc	PCSDP
Christa Baldwin	CMHA
Christien Lanteigne	NBESS
Christine Evans	Key Industries
Christine Levesques	Centre Dexter
Denise Coward	CNIB
Denise Galley-Horncastle	Social Development
Diane Nason	PETL
Gillian Hoyt-Hallett	SCCR
Gizele McCarthy	PETL
Haley Flaro	Ability New Brunswick Inc
Jeff Sparks	PCSDP
Jennifer Jewett	Canadian DeafBlind Association - NB
Jennifer Wilkins	DHR
John Otteson	Social Development
Julia Latham	Easter Seals NB

Kara Reid	PCSDP
Kelly Flowers	UNB
Ken Pike	NBACL
Ken Walsh	PCSDP
Kevin Symes	Canadian DeafBlind Association - NB
Kim Korotkov	EECD
Krista Carr	NBACL
Linda Ferrier	PCSDP
Lynn LeBlanc	SJDHHS
Manon Nadeau	CCRW
Marc-Alain Maillet	Human Rights Commission - Chair
Mary Ellen Kingston-Ritchie	NBCC
Mike George	PCSDP
Noëlla Hebert	PCSDP
Paul Cyr	CCNB
Rhonda Thibeault	Options Outreach
Rima Assouad	DHR
Sandy Meikle	PCSDP
Sheila Rogers	PCSDP
Steven Therrien	PETL
Susan Hoyt	NBJBS
Tanya Wilson	Social Development
Tracy Ryan	Muscular Dystrophy Canada
Vicky Martin	DHR
Jennifer Wilkins	DHR
John Wood	PCSDP

Premier's Council on the Status of Disabled Persons – Staff and Participants

Christyne Allain
Chelsee MacLeod
Kristin Colwell
Brian Saunders

APPENDIX B: PERSONS WITH A DISABILITY OVERVIEW

The priority of the Government of New Brunswick is job creation and GNB is working with the private sector and others to create jobs and grow the economy. This is a necessary step as together we work to make New Brunswick the best place to live, work and raise a family.

The Premier has asked you to meet with him to brainstorm how we can grow opportunities for persons with a disability to become employed, and to identify how we can work better together to move New Brunswick forward.

Over many years, NB has undertaken numerous strategies and plans aimed at improving employment for persons with a disability.

While progress has been made through a wide array of community or government programs, and the investment of substantial amounts of money, more still needs to be done to improve employment for persons with a disability in NB.

The **Vision** and **Guiding Principles** of the **Employment Action Plan** (EAP) in 2012 remain supportable today, as does the reasoning that led to them. These are still fundamental and vital to improving employment for persons with a disability and why this Summit has been organized.

The EAP Guiding Principles begin by stating “***consultation, engagement, and collaboration with persons with a disability, disability organizations and employers, and with diverse populations such as First Nations people, the Deaf community, newcomers, and official language populations is fundamental to the successful implementation of the Employment Action Plan***”.

With this in mind, stakeholders are now faced with some key questions. These include:

- 1) What are the growth opportunities for employment for persons with a disability in NB?
- 2) What are the conditions for success to move forward on this in NB?
- 3) What are the next steps stakeholders and government must take to improve employment for persons with a disability?

Other Key Points:

- Disability issues touch the lives of nearly each of us as consumers, through family or friends, and also as we all age.
- 90% of Canadians believe that people with disabilities are not fully included in society.

- 70% of small business owners in Canada have never hired somebody with a disability.
- 55% of Canadians with a disability believe that hiding their disability increases their chances of getting hired or promoted.
- The current rate for disability in NB is 16.7% of the population, which is **1 in 6 New Brunswick residents**, or 125,700 people. There is evidence that the number of people with a disability in NB is even much higher.
- Disability rates are increasing in NB, and we now have the second highest provincial rate, driven mainly by our aging population and out-migration.
- Poverty rates for persons with a disability are much worse than the rest of the population.
- The median income for persons with a disability is 65% of people without a disability and decreases with the severity of the disability.
- Working age persons with a disability are about twice as likely to live in poverty as compared to people without a disability.
- In Canada, about half of working aged persons with a disability are employed, as compared to about 75% of people without a disability.
- In Canada, the employment participation rate is 55%, as compared to about 79% for people without a disability.
- Employment outcomes are worse for women with a disability, and much worse for indigenous people with a disability.
- The business case for employing increasing numbers of persons with a disability is very positive and there is strong research evidence on related best practices.
- Effective approaches that increase employment and reduce poverty for persons with a disability are also very effective for the rest of the population.
- From a “rights” perspective, the UN Convention on the Rights of Persons with Disabilities has been adopted by Canada and the provinces; the Canadian Constitution Act guarantees equality for disadvantaged groups; and the Government of Canada has committed to developing a new National Disabilities Act.
- Though this province has made strides in addressing the employment needs of persons with a disability through an array of community or government programs and investment of substantial amounts of money, much remains to be done to improve employment for persons with a disability.
- Truly effective solutions require a co-ordinated, trusting partnership from each of us.

APPENDIX C: PARTICIPANT SURVEY FEEDBACK

The Opportunities Summit had 3 objectives:

- 1) To identify employment and entrepreneurship opportunities for persons with a disability;
- 2) The development of a pipeline of “Opportunities” to grow NB’s economy, and the conditions for success in those opportunities; and
- 3) Positive communications and relationship building between these key stakeholders, the Premier and government.

Below are the results from the Summit Participant Survey. The individual survey comments under each question are also recorded.

Surveys sent – 35

Responses received – 13 (37%)

Q1. Which idea interested you most?

- The idea to make employment for people with disabilities and their family more flexible.
- Creation of a government fund to support people with disabilities in setting up a home office.
- Involve employers, how to train them and start at school to prepare special need children for employment.
- Working together to solve the problems...
- A lot of initiatives interested me, like creating more sensibility to employers for hiring persons with disability, exposing the business case, pre-employment program, the work flexibility
- The need for preparing the disabled for entering the workforce starting in high school and with mentoring on the job
- Self-employment/entrepreneurship
- The study of barriers preventing people with disabilities from accessing the workforce.
- The idea to make employment for people with disabilities and their family more flexible.
- None in particular as I felt it was a bit too rush...
- Our organization was disappointed that the need to continue vigorous implementation of the Employment Action Plan for Persons with a Disability was not mentioned in the introductions and preamble. It is essential that departments be given a mandate to restart work on the implementation of this plan.

- J'ai beaucoup apprécié la diversité des gens de la rencontre. Les personnes capables de contribuer aux améliorations étaient présentes et nous avons senti une grande ouverture de leur part.

Q2. How do you feel that your contributions were heard?

- I felt heard and understood and our group had a very interesting conversation.
- It was nice to have the Government Officials there, but was disappointed when the majority of them left before the conversation started.
- I feel it was heard, it was very positive
- Well.
- Yes, but the problem is will the Premier use some of the contributions?
- Very well we had an excellent facilitator who had us all participate and made for good discussion in our group.
- Everyone in my group participated and had an opportunity to contribute ideas.
- The event was a good introductory of participants but the format only allowed some level of discussions.
- I felt heard and understood; our group had a very interesting conversation.
- At our tables yes but not sure at the higher level as Premier Gallant mentioned that he would get back for the wrap up session but did not show up...
- Confusing question...Do I feel my contributions were heard? Yes, our roundtable recorded all the comments from members at table. I only hope they get compiled into the report.
- Oui, le facilitateur à notre table contrôlait bien les échanges.

Q3. My biggest take-away from the Summit was:

- There are different needs when it comes to rural areas vs urban areas.
- The Government Officials and Community Stakeholders seemed to have the same ideas and priorities.
- All the involvement, very well organized
- New connections with people dedicated to this issue.
- Bringing all the disability advocates together
- A good feeling that the government was serious about listening to us and getting the disabled into the work force.
- There are many parties willing to work with government to increase labour market opportunities for persons with a disability. Many of these stakeholders have contributed

to the EAP so addressing recommendations in that document should be a priority for government.

- The diversity of organizations and agencies in the province with a mandate to improve conditions for disabled persons; very helpful for our own education and awareness efforts.
- There are different needs when it comes to rural areas vs urban areas.
- Nothing in particular...
- There is a lack of government leadership on the implementation of the Employment Action Plan. The Premier was not well briefed on background including appropriate language (i.e. needs to use "person with a disability").
- Le sommet donnera place à un plan d'action qui contribuera à l'amélioration des conditions des personnes ayant un handicap dans notre province.

Q4. On a scale of 1 to 5 (with 5 being highest and 1 being lowest) please rate the following elements of the Summit:

	Responses	Range	Total Score	Average
Venue	13	3-5	57	4.38
Agenda	13	1-5	46	3.54
Facilitators	13	2-5	49	3.77
Amount of Time	13	1-3,5	28	2.15
Refreshments	13	1-5	45	3.46

Q5. The best part of the Summit was:

- Meeting other people that have material and ideas to share. The openness to find a way to work out the question.
- The level of engagement of participants.
- Everything, we should have one twice a year
- The Premier's passion for this issue.
- the ideas expressed by the participants
- The discussion among the people in my group; openness of the group; lots of good sharing of good ideas
- Connecting with others who have an interest in employment for persons with a disability.

- Being invited.
- Meeting other people that have material and ideas to share. The openness to find a way to work out the question.
- Refreshment...
- Opportunity to network with others and speak to MLAs and Ministers.
- Définitivement les échanges entre les différents intervenants.

Q6. The least valuable part of the Summit was:

- I do believe that this is a very broad subject; it needs more time to discuss. Determining one way to help them access employment is nearly impossible. An individual centered approach needs to be taken.
- That we already talked about what most of us already knew about. There is also a need to have more people with disabilities involved in events like this.
- Time
- All good.
- Not having too much time.
- Felt it was all valuable, more time for group discussion, and for summary by all groups would of been good.
- There was not enough time to really discuss the issues, opportunities and make recommendations. Most of what was discussed can be found in the EAP
- Any effort to improve prospects for citizens has merit.
- Having the questions for the summit at the last minute...
- Promotion was misleading. This was not a discussion or roundtable with the Premier. He left the room before the discussions. Facilitation was poor. Unfortunate that David Campbell could not be present to facilitate.
- aucun

Q7. Where would you like to see government focus its efforts to help grow the economic participation of persons with a disability?

- In my mind, hiring a person with disability should not be any different than hiring a student out of college. There should be a subsidy of salary for employers for 6 months or a year that takes in account the fact that some of them CAN'T work full time or our definition of part time. For the most part starting work at more than 10 hours a week is exhausting and they can't keep up. You also can't expect that they will ever have a job full time.

- Funding to promote hiring of people with disabilities; marketing of the impact; government funding programs should set greater expectations for employers to sustain employment when the funding runs out.
- Employment, train employers, let them know special people are capable, not to be scared of them. Start with NB government to hire them... hospital, office, school, give them full time employment, it starts with you
- Media campaign. Show New Brunswick businesses that employ people who have disabilities. Model what we want to see.
- Promoting the business case of hiring a person with a disability and evaluate the real need in terms of services persons with disability need
- On promoting that disabled people are valuable employees, and educating employers to this.
- The recommendations in the EAP
- Still today the business sector is apprehensive about hiring persons with a disability. Government can deploy specific measures to lead by example and create momentum: incentive programs (\$), designated jobs, entrepreneurship for people with a disability, making it a requirement on public procurement contracts, (especially IT), training/apprenticeship.
- In securing funding for agencies that are trying to advance diversity and inclusion in the workplace....
- The Premier needs to issue a mandate letter to Ministers responsible for recommendations in the Employment Action Plan so they actually implement the plan. Since there is no longer an MLA leading the effective implementation and monitoring, the plan has lost teeth. A group to effectively lead oversee the implementation needs to be in place immediately.
- Le gouvernement devrait dépenser ses énergies à mieux préparer les employeurs à recevoir ces personnes. Il est important que l'implication du gouvernement voient à l'obtention d'emploi durable.

Q8. What is something you could do to support the growth of employment and entrepreneurship for persons with a disability in NB?

- In my role as an employment councillor I approach employers to offer them the opportunity to work with my clients. I also facilitate training and fade out when my client knows the job and is able to do the job on his or her own.
- Be a spokesperson of someone who has a disability and is successfully employed; use my HR background to educate and communicate with hiring managers.
- Involvement, I would sure help distribute the information, help employers, do a commercial,

- Continue to be on disabled groups, and help them work for employment for the disabled and work to get government to promote employment for the disabled and personally do what I can to promote employment for the disabled.
- Provide community based supports to help individuals be successful and independent. Also, help with facilitating "job readiness".
- We already make sure that our environment is accessible, that our job descriptions do not contain unnecessary requirements, and we certainly promote equality in all aspects of daily life.
- Our agency is focusing on developing awareness sessions for employers and we are in the process on developing webinars as well to reach out to a greater number of employers throughout the province of New Brunswick
- Continue to provide specialized employment and transition planning services. Actively participate in a steering committee/implementation group.
- Comme je travaille pour le CCNB, il est important pour nous de mieux préparer nos étudiants pour leur milieu de stage et pour les emplois futurs.

Q9. Please share any other feedback you have on the Summit.

- I hope we will get a chance to meet again and discuss how we define working for people with disabilities. Some of them have never been asked to work in their life and they want to be a part of the community by working. Employers needs first hand exposure to what it really means to work with someone with a disability so they understand that they can be very productive.
- Thank you for doing this. We appreciate this.
- Very well done.
- Thought it was excellent and well run, need to do this more and maybe have employers involved.
- Very good first experience for me, would like to see some form of continuity, especially with the constant changing landscape in leadership, and Canada's renewed commitment to implement and monitor the rights of people with disabilities as part of the UN Convention of the Rights of Persons with Disabilities.
- I had the feeling that the government was just doing the event so they can put a check mark to it... It was a bit too fast and too much at the last minute... I strongly believe that a summit like this could be a great opportunity for stakeholders to sit and talk about issues and to find ways to improve/increase employment opportunities for PWD....
- Need to secure better facilitator in the future to ensure more effective table facilitation to ensure group dives deeper into solutions and opportunities.
- Excellent travail de la part des organisateurs.