

Job Opportunity



Why the Y?

The YMCA of Southwestern Ontario is committed to the development of healthy communities. Our locations, programs, and services are designed to help our members and participants grow in spirit, mind, and body and are open to people of all backgrounds, beliefs, and abilities.

At the YMCA

- you will feel connected to a community when your work positively influences the lives of others in so many ways.
- you will meet new people while working at one of the most respected human services organizations in the world.
- you will expand your knowledge base, where you can flourish in a values-based environment.
- you will have career development opportunities where you build a better future for yourself and others.
- you will experience a rewarding job by helping support the building of healthy communities.

The YMCA of Southwestern Ontario is a multi-service, non-profit values-based charity that serves Windsor-Essex, Sarnia-Lambton, Chatham-Kent, London, Middlesex-Elgin, Huron-Perth, and Oxford counties. Our services include childcare services, school-age programs, camp programs, health and fitness branches, community programs, and newcomer services across the region. Our commitment includes a special focus on the region's children and youth. From the kids in our camps and those participating in soccer and swimming lessons to youth who are new to our communities from around the world, the Y is committed to helping our next generation to grow and thrive, as healthy individuals and passionate future leaders.

Y" not join the thousands of members, employees, and volunteers in the region to share our vision of a healthy community?

As we continue to grow, we have a need for the following position:

Position/Term: Enhanced Employer Support Facilitator, Y Opportunities London

Location: 2 Part-time contracts: 101 Courthouse Lane, Chatham ON and 660 Oakdale Ave., Sarnia

Start Date: Immediate

Job Opportunity



Qualifications & Experience:

- Employment/Education working with individuals with self-identified disabilities preferred
- Post-secondary education preferably in Employment/Career Counselling, Adult Education, Human Resources, Social Services, or combination of education and relevant work experience
- Computer skills utilizing MS Office applications including email and internet, knowledge of virtual delivery platforms preferred for education of participants and employers
- Excellent interpersonal skills, both written and verbal
- Strong organizational and planning skills
- Knowledge of second language
- Current First Aid/CPR certifications is an asset
- Current satisfactory Criminal Record Check and Vulnerable Position Screen is a condition of employment. This must be maintained for the duration of employment
- Experience with adult education ages 18-65
- Worked in employment services or related profession in one of the locations above either London, Windsor, Chatham, Sarnia or Greater Toronto Area preferred
- It is a YMCA of Southwestern Ontario requirement that all employees and volunteers have a minimum of two vaccinations against COVID-19. Exemptions will be granted upon receipt of acceptable proof of a permissible Human Rights Code ground. This requirement has been *suspended* effective June 30, 2022. It may be reinstated in future should the state of public health in our communities require it.

Compensation/Benefits:

- A YMCA personal membership at our health and fitness branches
- A discount on our Childcare and Camp programs
- Vacation entitlement in accordance with the employment standards regulations
- May be entitled to up to 12 paid personal days – applicable with position and contract length
- Benefits package - applicable with position and contract length
- Pending signing approval

Schedule:

- 2 Part-time Contracts, 20 each hours/week for each contract, Monday to Friday, hybrid schedule

Responsibilities:

- Employer Support Facilitator is responsible for networking with the local employer community to assist at individuals with self- identified disabilities who have little or no labor force attachment to obtain employment. Once employment is obtained employers are supported via education and on-site monitoring to ensure successful accommodations of employees with exceptionalities

Job Opportunity



- Identify participants' needs in conjunction with both Employability Skills Developer to assist participants in determining employment support needs and in utilizing and maximizing wage incentive funds to participants
- Organizing information sessions or workshops to better prepare the employer and staff to work with persons with disabilities (e.g. providing information to support the integration of persons with disabilities into the workplace and on the rights of persons with disabilities to appropriate accommodations and on existing and upcoming legislation);
- Promoting strategies, programs and tools available to employers to help them integrate potential employees with disabilities;
- Providing alternative employer supports, such as management coaching, employee training and human resources support, to improve an employer's capacity to hire and retain persons with disabilities;
- Developing employer policies and procedures to integrate prospective employees with disabilities;
- Providing technological aids to accommodate persons with disabilities within the workplace; and,
- Providing services to employers to aid with the hiring of persons with disabilities (e.g. interpretation services for the deaf for interviews)
- Conduct appropriate and regular follow-up activities with employers and program participants
- Maintain files and prepare documentation according to internal policies/guidelines and funders' requirements
- The Enhanced Employer Support Facilitator must understand boundaries, and uses good judgment in assessing whether our ability to assist a potential participant goes beyond internal capabilities of the organization to focus on those best suitable as per our mandates and resources
- The Enhanced Employer Support Facilitator must be able to ensure the program adapts to often changing circumstances, to effectively serve participant and employer needs while meeting deadlines

To Apply:

1. In your cover letter, specifically state the position you are applying for and the location. Please include specific information detailing how you meet the qualifications we require for this position.
2. Submit your cover letter, resume, and applicable attachments by email to:
Ray Kurniawan, Program Coordinator at ray.kurniawan@swo.ymca.ca by Monday April 3, 2023, at 5:00PM EST.

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We thank all applicants for their interest; however, only those selected for an interview will be contacted.

The YMCA of Southwestern Ontario is committed to providing a barrier-free environment for all stakeholders including our members/participants, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005), and its associated standards and regulations.

Want to know more about us, visit us at: <https://www.ymcaswo.ca/>
<https://www.facebook.com/YMCAofSWO/>