

Kinsight

Employment Services

Helping employers strengthen their workforce through inclusive hiring

Our Employment Services team works with individuals with disabilities to support their employment goals, and we help employers to address staffing needs by hiring persons with diverse abilities.

Kinsight's Employment Services are offered at **no cost** to employers or job seekers. Funding for **eligible job seekers** is provided by Community Living BC

Our experienced team can assist your business by:

- ✓ Matching reliable, motivated workers with your business needs
- ✓ Supporting individuals hired with job training and coaching – from interviewing to long-term job maintenance
- ✓ Wage subsidies (if criteria is met)
- ✓ Helping you meet your diversity and inclusion goals

The job seekers we have placed are:

- ✓ employees of small businesses, big box stores, coffee shops, and crown corporations such as BC Hydro and ICBC
- ✓ employees who have completed an average of 5 years of continuous service at their workplaces

Our principle of supported employment is: **No more support than needed and no less than necessary.** Our support is available during the recruitment process and throughout the individual's employment – as needed.

Inclusive hiring has a positive impact on businesses. A few of the common myths are debunked below.

Myth: Employees with disabilities have a higher absentee rate than employees without disabilities.

Fact: Studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities. In fact, these studies show that on average, individuals with disabilities have better attendance rates than their non-disabled counterparts.

About Kinsight

Established in 1954, Kinsight is an accredited not-for-profit organization. We work alongside individuals who have developmental delays or disabilities to set and achieve goals that will increase opportunities for growth, development and greater independence.

Our vision is to create a world where **“Everyone’s welcome. Everyone belongs. Everywhere.”** Together, we work to foster vibrant and healthy communities by creating opportunities for neighbours, businesses and organizations to work with and welcome all people.

Kinsight is a member of the Tri-Cities Chamber of Commerce and the New Westminster Chamber of Commerce.

Testimonials



Owner: Lisa Beecroft

“I can’t say enough about how much we appreciate the quality of the job coaching provided by Kinsight. The job coaches are engaged and committed to their clients and truly balance the needs of their clients with that of the business to ensure that job placements are successful long term.”

I strongly encourage businesses that are embarking on their journey toward becoming more inclusive to choose Kinsight as a partner in their journey.”

Manager: Mike Paris



“Kinsight has been so valuable to supporting my Starbucks store. They not only found and placed a candidate that matched Starbucks mission and values, but they continue to support her through her journey as a Partner.”

Kinsight staff is always very helpful, willing, and capable when it comes to coaching Lana to develop and improve in her role. I’m personally very proud to be involved with Kinsight, their clients, and their staff.”

Myth: Someone will always have to help them.

Fact: This is not the case with proper training. In most cases, individuals with disabilities have adjusted to their disability and it does not affect their ability to work unaided.

See more of the research [here.](#)

Source: Rotary at Work: Workplace Solutions – Jobseeker and Employee Engagement, Supported Employment Practice – Inclusive Employment



Visit us at: Kinsight.org/Adult-Services