

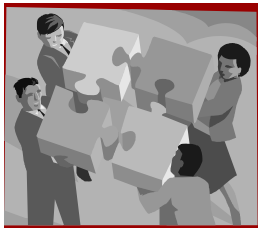
# EMPLOYMENT ONTARIO TODAY

## Sault Ste. Marie and Area

I would like to take this opportunity to thank everyone for their submissions to this newsletter. I am hopeful that Employment Ontario Today, Sault Ste. Marie and Area will become an effective internal communication mechanism for local Employment Ontario Service Delivery agents. The purpose of the first issue of Employment Ontario Today is to introduce ourselves to one another.

As service providers we can use Employment Ontario Today to keep one another informed about changes and developments within our individual organizations. The following sections will be present in each issue; Upcoming Events, Spotlight on a service provider which may include a success story or an individual organizational initiative, and Employment Ontario announcements.

The newsletter will be released during the first week of every second month. If you have any information you would like to have included in the next edition of Employment Ontario Today, please email me by March 15th with your submission. For those of you who did not have a submission to the first edition and would like to have a program overview included in the second issue, please forward your information via email by March 15th 2008. I will be contacting organizations in the near future for assistance in completing issue two.



**“Coming together is a beginning.  
Keeping together is progress.  
Working together is success.”  
- Henry Ford**

Krysia Jacobson  
Information Specialist  
Sault College  
Community Employment  
Programs

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**Niin Sakaan Literacy** is a community-based literacy and essential skills program funded by MTCU. Niin Sakaan strives to provide a holistic learning experience that encompasses the spiritual, emotional, physical, mental, and social needs of each individual utilizing a variety of learning materials depending upon one's learning style and educational or employment journey. All learners develop a training plan to explore and progress through the necessary essential skills building required to successfully work towards educational and/or employment goals.

Niin Sakaan literacy program is open all year long, with programming available Mondays through Fridays from 9am to 3:30pm. Childcare and transportation assistance is available to those who qualify. All services are at no cost.

### Services that are offered:

Literacy and Basic skills Levels 1 through 5 available  
Essential skills and career exploration and assessment  
General Education Development (GED) preparation with testing of offered yearly  
improve your Communication, Numeracy, and Self-Management/Self Direction skills  
Improve your Employability skills – career choices, software and resources, access to employment related programming  
Learn or improve your keyboarding skills; Learn Microsoft Word or Excel, Internet and Email

Cultural components are included in programming.

**Crystal Kingston,**  
Education Coordinator  
Niin Sakaan Literacy Program  
Urban Aboriginal Alternative High School  
tel (705)256-5634 ext.234

Joseph Jones & Crystal Kingston  
Missing, Tracy LaFrance



# the Métis Nation of Ontario

Métis Nation of Ontario Training Initiatives (MNOTI) provides training to the Métis

people of Ontario. Programs are geared towards finding and keeping work or increasing career skills. A number of programs have been introduced which offer financial support and opportunity to Métis individuals. The focus of each program is employment and employability through wage subsidies, training purchases, skills development and special projects.

## Training Programs

### **Métis Wage Subsidy (MWS)**

Provides on-the-job experience by paying employers part of an employee's wages

### **Métis Training Purchases (MTP)**

The purchase of job related training.

### **Métis Employability Program (MEP)**

Helps clients to develop skills that prepare them for the job market. These can include life skills, job readiness, literacy and upgrading classes.

### **Métis Self-Employment (MSE)**

For clients with the motivation and potential resources to start their own business.

### **Métis Training Strategy (MTS)**

For Métis groups ready to contribute to

training Métis people at a regional or provincial level.

### **Métis Culture-Based Economic Development (CED)**

A one-time grant to support economic self-determination in cultural industries (arts + related careers). Must lead to successful self-employment or to launch a successful career.

### **Métis Employment Support Program (MESP)**

To assist clients to enter or re-enter the labour market. Both EI and CRF clients are eligible to access Employment Support funds. These funds can be used to purchase items such as proper work related clothing attire, work boots, uniforms, coveralls, safety glasses or any items deemed necessary for the client to enter the labour market. Funds may also be used to cover the cost of Criminal record checks, CPR and First Aid or similar costs that would assist the client with their employment. Funding can only be accessed one time per fiscal year up to a maximum of \$500 per client.

### **Métis Mobility**

Assists individuals to secure employment outside their immediate residency.

### **Métis Job Creation Partnership**

Provides employment experience to benefit clients, the community and / or the local economy.

### **Métis Youth Program**

To assist youth through internships, on the job training and community service

projects.

### **Métis Disabilities Support Program**

Provide the tools necessary to assist persons with disabilities secure and complete training and/or employment.

### **Métis Summer Career Placement**

Provides summer employment opportunities for Métis students.

### **MNO Bursaries Program**

Provides Métis students with financial assistance at various Colleges and Universities across the Province.

### **Métis Apprenticeship Support**

A program designed to increase the number of Métis people in skilled trades. MAP may include innovative projects that can effectively raise the awareness of apprenticeship as a viable career option for Métis people, as well as provide direct client support to Métis people pursuing apprenticeship.

For additional information please contact:  
Tammy Webb,  
Regional Employment and Training  
Coordinator  
Métis Nation of Ontario  
26 Queen Street East,  
Sault Ste. Marie Ontario, P6A1Y3  
Telephone: (705) 254-1768  
Website: [www.metisnation.org](http://www.metisnation.org)



## **What is a Practice Firm?**

The Practice Firm idea dates back as far as the 18<sup>th</sup> century, with the first firm initializing during the 1950s in Germany. From that point forward, Practice Firms have been created throughout the world. Here in Canada, the Practice Firm concept became a reality in 1995, and to date there are over 40 Practice Firms operating in our country. In 2002, Sault Ste. Marie's Practice Firm opened its doors, and it is now celebrating 5 successful years of virtual business.

For those who are unemployed or underemployed, the opportunity to take part in Sault Ste. Marie's Practice Firm, also known as Superior Holiday Adventures, is a

beneficial experience waiting to happen. The Practice Firm offers a safe and comfortable environment that simulates an office setting where job seekers can practice improving or updating their knowledge and skills. Often individuals who complete education or training are excited to put their new credential to good use; however the "lack of experience" creates that instant barrier. The Practice Firm becomes a perfect fit, because when you take part in the program, you are performing real work tasks and duties that can then be transferred onto your resume as real work experience.

Each Practice Firm is based on a prominent sector within or around the community. Here in Sault Ste. Marie our Practice Firm focuses on the tourism industry of Algoma, where our virtual business simulates the operation of a travel agency. The positions available are volunteer positions, so job seekers need to remember that they are not being paid for their time at the Practice Firm. These positions are in administration, human resources, accounting/purchasing, information technology, marketing, and customer service. Even though a person's time at the Practice Firm is spent

gaining real work experience, a required component of the program is a minimum of 20% of weekly job search. Participants have access to individual job search help, workshops on job search techniques, various resources, and up-to-date information on the latest labour market trends.

To find out more about the Practice Firm and to see if you are eligible, you can call (705) 253-9007, or you can stop by in person at 421 Bay Street, Suite 204. Information sessions are held on a weekly basis at 1:30 pm on Wednesdays. During the information session you will learn all about this unique opportunity, and then fill out an application to take part in one of the many available positions.

In photo: (from left to right) Rob Shelswell, Mike Fetherston, Robin Dose, Carol Iles, Mary Ellen Szadkowski



## THE CANADIAN HEARING SOCIETY

PROVIDING SPECIALIZED SERVICES & PROGRAMS FOR CULTURALLY DEAF, ORAL DEAF, DEAFENED & HARD OF HEARING PEOPLE SINCE 1940

### SAULT STE. MARIE & DISTRICT OF ALGOMA REGIONAL OFFICE PROGRAMS AND SERVICES:

#### ACCESSIBILITY:

Communication Devices  
Ontario Interpreter Services  
After Hours Emergency Interpreting

#### COUNSELLING & SUPPORT:

CONNECT (Mental Health Counselling)  
Employment Services  
General Support Services  
Hearing Care Counselling (55+)

#### EDUCATION:

Child/Youth Education & Prevention Program  
Hearing Help Classes (Speech reading)  
Information & Public Awareness  
Literacy & Basic Skills  
Noise Pollution  
Sign Language Classes  
Tinnitus & Meniere's Education & Support Group

### LITERACY PROGRAM

This program is designed for Deaf adults and is taught in American Sign Language. The program offers English literacy, numeracy, basic life skills and pre-employment coaching. Instruction is available at LBS Levels 1 to 3. Upon completion of the program the client may choose to continue their education or begin a job search through The Canadian Hearing Society Employment Services Program or apply their knowledge to personal life situations.

### EMPLOYMENT SERVICES

Our Employment Services Program provides career counselling and job search training, works with employers to ensure work place accessibility for deaf, deafened and hard of hearing employees.

For information about our comprehensive services and programs for people with hearing loss, please contact us at,

#### SAULT STE MARIE REGIONAL OFFICE

Phone 705- 946-4320;  
TTY 705-256-2752

#### ELLIOT LAKE AREA OFFICE

Please contact us at  
Phone/TTY 705-848-5306

#### WEBSITE

[www.chs.ca](http://www.chs.ca)



Fran Scheepmaker,  
Employment Consultant



Gieselle Wood-Salomon,  
Literacy Instructor

## WHAT IS PROGRAM READ?

Program Read is a community-based adult literacy agency in Sault Ste. Marie, operating since 1987. Our purpose is to provide an alternate way to help adults learn to read and write. We are incorporated as a non-profit organization and we have a volunteer Board of Directors. We have four staff people—a Coordinator, an Assistant Coordinator and two instructors—and many volunteers. We receive funding from the Ministry of Training, Colleges and Universities and donations from the community.

## WHAT DOES THE PROGRAM OFFER?

**A small group class** for adults with beginning skills in reading and writing. This group meets at our Spring Street location Monday to Thursday afternoons. The class is specifically kept small (maximum of 8) to provide the guidance and support required by basic students. A morning small group class is also held at the Canadian Mental Health Association Tuesday to Thursday mornings.

**One-to-one tutoring** by trained volunteer tutors in reading, writing, spelling and basic math skills. A tutor meets with a student once or twice a week to help students with their specific needs. Most students and tutors meet at our location on Spring Street, but other neutral locations may be arranged. Scheduling is flexible.

**Computer lab** for adults with beginning reading, writing and computer skills.



Left to right: Marina Thompson, Lucille Carson, Wendy Conway  
Not present: Sandra Hodge

**PROGRAM READ RECENTLY  
CELEBRATED THEIR 20TH  
ANNIVERSARY!**

Volunteer helpers are available. This lab is held Monday to Friday mornings 9:00 to 12:00 .

**Resources** for learning. We have a library of materials for our learners and volunteer tutors. Staff or other literacy agencies may also borrow materials.

## HOW DOES A STUDENT ENROLL?

Individuals may call the office and make an appointment for an interview. The interview will take approximately an hour. During the interview we will conduct an informal test to determine how we can best help the student meet his/her goals. Sometimes the student brings a friend or relative along for moral support.

New students may start any time, Sep-

tember to June, subject to availability of a tutor or room in the class. The Coordinator may do the initial interview at another location if the student cannot come to the office.

## WHAT IS THE COST?

Both the tutoring and small group class are available at no cost to the student. Bus passes may be available to students who require help with transportation and/or childcare.

## PROGRAM READ

169 Spring Street  
Sault Ste. Marie ON P6A 3A3  
Fax: (705) 946-5266  
Phone: (705) 946-3953  
E-mail: [programread@bellnet.ca](mailto:programread@bellnet.ca)



**Sault College's Academic Upgrading Program** provides upgrading to the grade twelve level and is funded through Literacy and Basic Skills and the Ministry of Training, Colleges and Universities. The Academic and Career Entrance (ACE) program offers individuals an alternate method to obtain a grade twelve equivalency credential that is accepted by The Apprenticeship Branch, Community Colleges across Ontario and as well a growing list of employers.

The ACE program provides individuals with the opportunity to study in an adult environment. In order to qualify

for the ACE Certificate, you must successfully complete one Communications course (English or French), one Mathematics course and any other two courses from a list that includes Computers, more Mathematics, Self Direction/Self Management, Biology, Chemistry and Physics. Statistics show that over fifteen thousand (15,000) students enrol in adult training programs in Ontario's twenty-four community colleges every year. Eighty-five percent (85%) in ACE identify their goal as "Further education."

The numbers of students leaving Sault College's Academic Upgrading department and entering into college programs and apprenticeships has been increasing significantly over the past

four years. The “Prepared For Success” report which provides provincial statistics for academic upgrading programs in Ontario’s community colleges outlines not only numbers of students but also success rates in pursuing further education. Research shows that student success both in terms of Grade Point Average and retention is outstanding.

Success stories of individuals who have turned their lives around are numerous and very inspiring. The students come from all walks of life and a wide range of ages. They all have the same goal and that is to make a change in their lives for the better. They often come with significant baggage ranging from personal problems that may have included drug and alcohol abuse, an unstable family environment, trouble with the law and various other issues which have caused them to get off-track. Raising their self-esteem and confidence, helping them set goals and providing a supportive learning environment are the key ingredients to help them be successful. Our slogan is “Realize your dreams... enrol now!” and everyday we watch dreams come true.

Visit us at <http://www.saultcollege.ca/Groups/ACC.asp>



ACADEMIC UPGRADING STAFF (from left to right)  
 Doug Cressman –Professor of Mathematics  
 Penny Perrier- Chair  
 Georgie Parsons- Academic Upgrading Officer

## JohnHoward

SOCIETY OF SAULT STE MARIE & DISTRICT



The JHS Employment Resource Centre is a self-help centre with resource personnel to assist upon request. The Employment Resource Centre is free and open to the public. With a wide client base, clients do not have to be E.I. eligible to access the Employment Resource Centre. Clients are assessed and may be referred to other community agencies for employment services. One of these referrals would also include the John Howard Society’s other programs/ services. Along with outside referrals, the John Howard Society offers the Options to Employment Program to social assistance recipients, which includes social skills training, a work placement and job coaching.

Individuals, can access the Employment Resource Centre by just walking in. First time visits require registration. (Name and birth date are required for our database). Future visits require just your name. Client orientation of our services and equipment is part of the registration process, along with criteria for computer use.

In Photo (from left to right):  
 Kim Speers, Kathy Morrison, and Melinda Turgeon



RESOURCES AVAILABLE:  
 Computers, printers, telephone, photocopier, fax  
 Assistance provided on equipment use  
 Resource library  
 Internet access  
 Career software (Choices)  
 Training software (Equi-pass)  
 Newspapers, job vacancies, Job banks  
 Labour market information  
 Information and referrals

**Kathy Morrison,**  
 Coordinator  
 JHS Employment Resource Centre  
 22 Bay Street  
 Sault Ste. Marie, On  
 Phone: (705) 759-3389 Ext. 333  
 Fax (705) 254-4411

**Suzanne Lajambe Stortini,**  
 Executive Director  
 John Howard Society Main office  
 27 King Street  
 Phone: (705) 759-1703, Ext. 222  
 Fax: (705) 256-1809  
 Website: [www.jhsossm.ca](http://www.jhsossm.ca)



The Ontario March of Dimes offers

Employment Services specifically tailored to the needs of people who face barriers to employment due to disability. A person with any type of disability (physical, learning, intellectual, mental health, sensory, etc) is eligible for services. An individual plan is developed with each person, and may include any number of services, such as an assessment; career/employment counselling; preparation for employment; job development and placement; job coaching; and follow-up support. We also assist persons to request and access a number of federal (Service Canada) and provincial (Training, Colleges and Universities) programs that provide financial support to gain formal skills training, work experience, or self-employment. Our "core" services are similar to other providers, with the added dimension of our significant experience and knowledge of disability, and the resultant barriers to employment. We also provide some fairly unique services, such as diagnostic assessments. For example, a Psycho-Vocational Assessment can be beneficial to a per-



Terry Boyd & Dave Jack

son who presents with a history of learning problems in school and/or on the job, but has not previously had a formal diagnosis, and is unclear as to the nature of the challenge, and how to best plan for it or accommodate it. This information is often needed to develop a suitable Return to Work Action Plan, and may include "reasonable accommodations" to request in either a training or work setting. Another diagnostic assessment is a Functional Abilities Evaluation. This can be helpful, for example, to a person who has been out of the labour market for several years since acquiring

an illness or an injury, and isn't sure of their current physical abilities and limitations, as related to working. The primary goal of our service is to assist a person with a disability to prepare for, obtain, and maintain employment. Our organization is also a qualified service provider for the Ontario Disability Support Program, the Workplace Safety and Insurance Board, the Canada Pension Plan – Vocational Rehabilitation Program, and Veterans Affairs Canada. For further information, please call us at 945-1044, or visit our office at 550 Queen St. W., Sault Ste. Marie.

### Northland Adult Learning Centre

440 Northland Road Sault Ste. Marie, ON, P6C 3N6  
Telephone (705) 945-7109  
Fax (705) 945-7004  
<http://northland.adsb.on.ca>  
e-mail: [northland@adsb.on.ca](mailto:northland@adsb.on.ca)



Northland provides each student with an individualized, self paced program according to his or her specific learning needs and goals in a relaxed, supportive environment at no cost.

#### Our qualified, caring instructors offer:

- English as a Second Language instruction
- Upgrading and review in Math and English
- Instruction in Basic and Intermediate Computer skills
- Computer keyboarding training
- GED test (General Educational Development) preparation
- Essential skills preparation
- Education for job/workplace re-entry
- Seamless access to the ADSB Adult credit program
- Night classes
- Summer school instruction



Top from left to right : Laur Wyper, Joan Smith, Mike Luck, Leslie Lay  
Bottom from left to right : Bev Smith, Janet Prpich, Betty French  
Missing :Laura Waters, Doris Welz, Judy Tully, and Linda Coulter

## JOB CONNECT

SAULT JOBS  
CANADA

### Employment Connection

Employment Connection consists of a partnership between Sault College, the Sault Community Career Centre and YMCA Employment & Community Services. There are two locations to serve clients, one in Cambrian Mall and one on the 4<sup>th</sup> floor of Station Tower.

Employment Connection Cambrian Mall and Employment Connection Station Tower share a variety of resources in an effort to best serve our clients. Each location offers a fully staffed Information and Referral resource room with a shared job board. We share an intake process and a phone system so that we are able to efficiently make referrals between offices and to outside organizations.

Both locations deliver the Job Connect Program. Employment Connection Cambrian Mall delivers the Job Connect program to youth 16 to 24 years of age and Employment Connection Station Tower delivers the Job Connect program to both youth 16 to 24 and adults 25 and above. To be eligible for the Job Connect program, clients must be unemployed and not attending school full time.

In addition to delivering the Job Connect program, Employment Connection Station Tower delivers the Sault Jobs Canada program. This program assists unemployed individuals with an Employment Insurance attachment to address employment barriers. We assist individuals in accessing Employment Ontario programs such as Skill Development, Targeted Wage Subsidy, Self Employment Benefit and Job Creation Partnership. Clients must currently be unemployed and either be collecting Employment Insurance, have had a claim that ended in the last 3 years or established maternity or parental benefits in the past 5 years.

While Sault College, the Sault Community Career Centre and YMCA provide employment services in partnership, each organization is also involved in a variety of individual initiatives. These initiatives will be explored further in subsequent issues of Employment Ontario Today.



Back (left to right) Brent Pusch, Ryan Mead, Maggie Catterick, Deb Van Scoy, Robb Fisher, Rob Shelswell, Robin Taylor, Rene Renaud

Centre (left to right) Peggi DiDonato, Catherine Tosello, Valerie Uchmanowicz, Carlene Foggia, Heidi Ivany, Lil Currier, Jennifer Rizzo, Susan Brandow, Alison Danby, Linda Pekalski

Front (left to right) Frances Giallonardo, Linda Ryan, Jennifer Johnson, Ildiko Horvath, Krysia Jacobson

## EMPLOYMENT CONNECTION



Back (left to right) Tyler Pine, Katie Vikken, Shona Ingram, Mike Delfre, Joanne DiPasquale, Donna Cesarin

Front (left to right) Cathy McLelland, Amanda Knuff, Kathy McKee, Alison Weir