

YES WORKABILITY PROJECT

REDESIGNING THE WORKPLACE DNA



YES WORKABILITY PROJECT CONT'D

- A National Employer Education and Training Initiative
- Designed to assist employers to create inclusive and accessible workplaces for persons with mental health disabilities.
- Offers a range of free activities, including coaching, training, and human resources support.
- Builds employer awareness, raises the profile of persons with mental health disabilities, and promotes the benefits of hiring, retaining and promoting persons with mental health disabilities.

Why Prioritize Employee Mental Health?



1 in 5 Canadians will have a mental health problem or illness in any given year

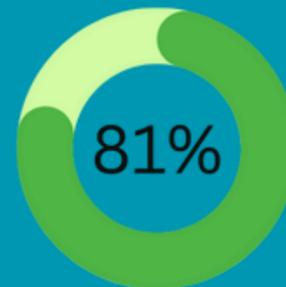
Mental Health in Canada



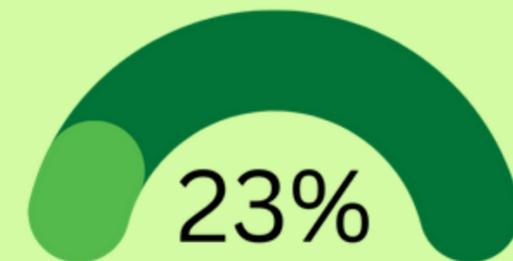
By the time Canadians reach 40 years of age, 1 in 2 have – or have had – a mental illness



of workers have indicated they have had mental health concerns

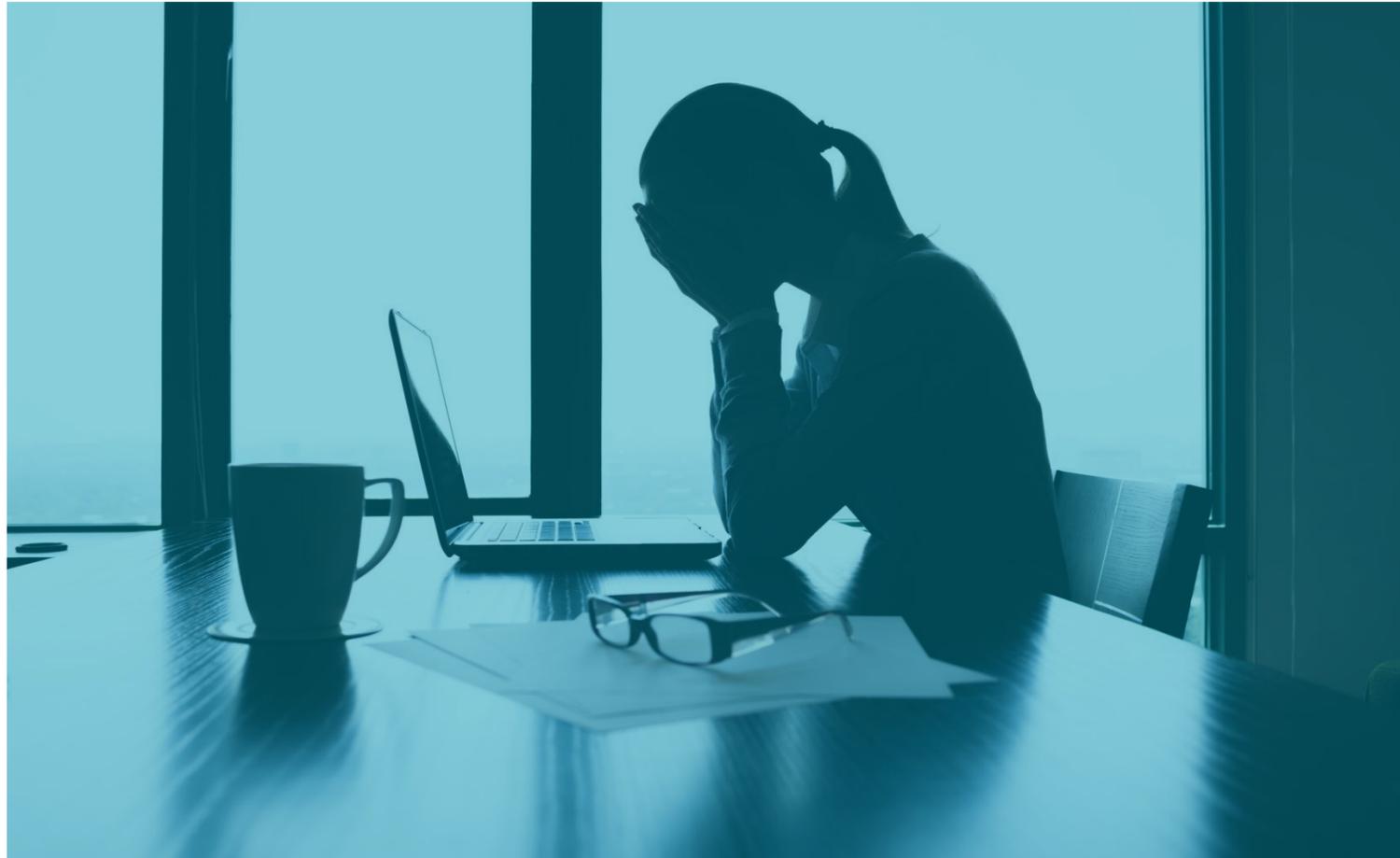


of workers reported, the pandemic negatively impacted their mental health



Yet, less than a quarter of employees feel comfortable discussing their mental health with their employer; only 23% would talk about their mental health at work.

The Impact of Mental Health in our Workplaces



Burnout

Presenteeism

Absenteeism

Stress

**Work-Life
Balance**

Estimated Cost of Poor Mental Health Supports in the Workplace

Mental Health concerns and insufficient support for workers can cost Canadian companies **billions of dollars** in lost revenue.

Annual economic cost in Canada is at least

\$50 billion

Annual indirect cost related to lost productivity in Canada

\$6.3 billion

Number of workers unable to work due to poor mental health

500k/week

BENEFITS

Average or Higher Ratings in

-  Attendance
-  Punctuality
-  Motivation
-  Quality of Work
-  Retention

As Well As

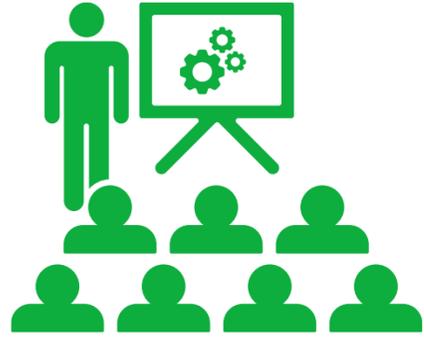
-  Lower Rates of Absenteeism/Presenteeism
-  Untapped Potential
-  Altruism

“
**Once you educate yourself on
mental health, I feel like
people really shine.**
”

- Morgan Myles
Founder, The World of
Yasu



WorkAbility Services 1



Educational Training Workshops & Custom Consulting - multi-employer or single-employer in-person or virtual sessions for workplace leaders to learn about the benefits of hiring persons with mental health disabilities, as well as specific topics such as Mental Health in the Workplace 101, Building Employer Capacity, Onboarding, and Accommodations and Disclosures. We offer tailored strategies to foster mental health supported workplaces



Job Fairs - YWA helps employers fill vacant positions with qualified candidates who self-identify with mental health barriers and receive supports and training on how to attract, retain and promote candidates



Online Toolkit - YWA has created an employer toolkit for employers to use when developing workplace policies. Anyone can access the self-paced modules and gain access to resources. Topics include Mental Health 101, Creating Capacity, Onboarding, and Accommodations and Disclosures

WorkAbility Services 2



Conferences - YWA attends nationwide conferences as knowledge experts to engage employers and promote the benefits of employee well-being and hiring those with concerns.



Advisory Committee - YWA has also formed an advisory committee, with membership consisting of employers, mental health advocates, and people with lived experience to help inform the project



Networking Opportunities - YWA organizes annual roundtable events for like-minded organizations to come together to network, hear from keynote speakers and expert panelists.

WorkAbility Services 3



Guest Speaking Opportunities- Collaborate with YWA to be a featured speaker at an event.



Employment Service Providers- Working with employment service providers can help employers tap into job-ready talent and other supports such as subsidies.



Participate in an Employer Promotional Video - Collaborate with YWA to create a promotional video that highlights the importance to hiring, retaining and onboarding individuals with mental health barriers which can be disseminated by you and YWA

Partner with WorkAbility

Increased hiring, retention and promotion of individuals with mental health disabilities

Employers

Workshops, Job Fairs, Custom Consulting, Online Toolkit, Networking Opportunities, Advisory Committee, Promo Videos

Service Providers

Access Job Fairs, share training with your employer partners, Networking Opportunities

Academic Partners

Join the Advisory Committee, Collaboration opps for the toolkit, Guest Speaking and Networking Opps

Job Seekers

Access job fairs with employers who hire and promote individuals with mental health barriers, receive individualized support

Employer Engagement



Research/Prospecting:

- Identify employers that are looking to fill vacant positions
- Research employer's DEI strategy
- Identify correct person to contact and compile their contact information

Outreach:

- Decide on best outreach strategy for each employer based on their need
- Cold call, cold email, networking events, canvassing, etc
- Continuous follow up (including the no's and maybe's)

Sales:

- YWA/YES can offer to an employer: Training, qualified, diverse and untapped talent pool of job-ready candidates
- Training for workplace on how to foster psychological safe workplaces, etc
- Subsidies to help off-set cost of training
- Connection to employment service providers across the country

Monitoring

- keeping contact with both sides
- offering support where needed

Successes 1

- As of October 2024, 211 employers have participated in WA activities
- Employers are all sizes of companies and across industries – not just small-medium sized enterprises, but large corporations as well
- Hosted 13 workshops across the country
- Employers include Canada Post, Tim Horton's, Accenture, STACKT, YMCA (Various branches), Farm Boy, Goodlife, DiverseCity, Vancouver Fraser Port Authority, Lush, Translink, ADT by Telus, Fairmount Banff Springs Hotel, University of Alberta, Edmonton Regional Airports Authority



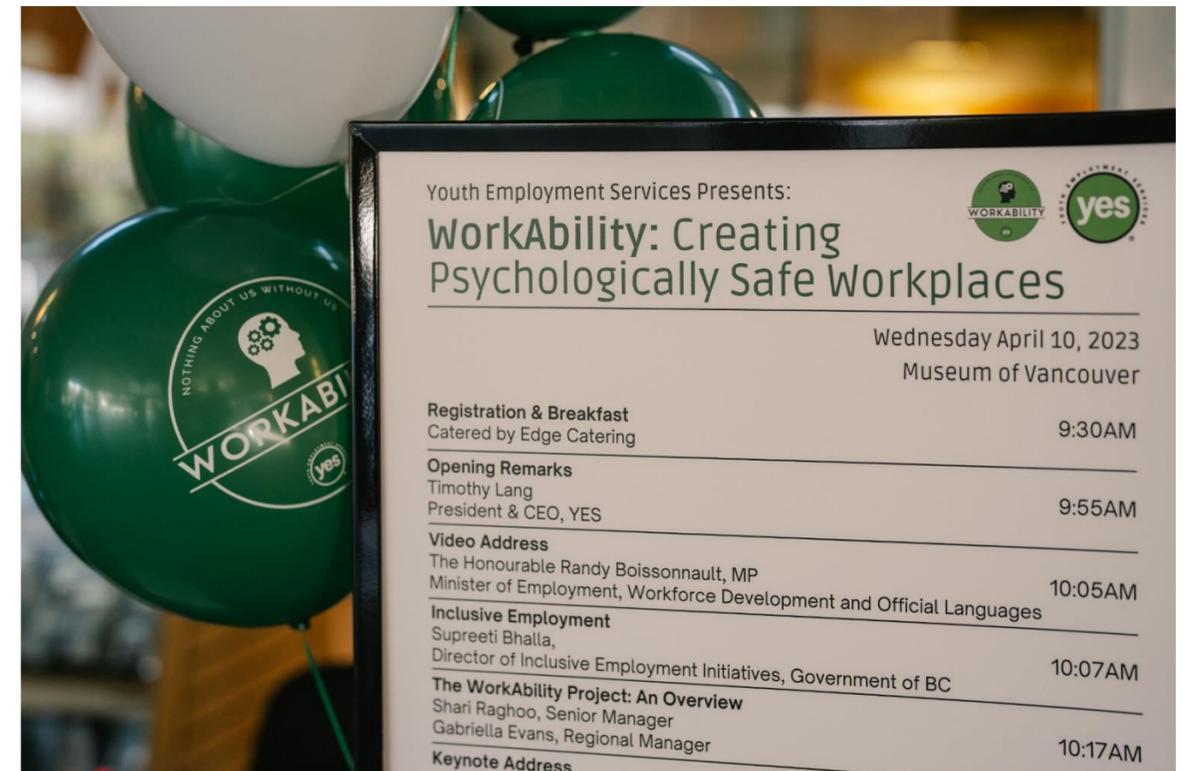
Successes 2

- As of October 2024, we have hosted 6 job fairs across the nation (Toronto, Vancouver, Winnipeg and Calgary), supporting businesses hire and onboard candidates who self-identify with mental health barriers
- Employers that participated in job fairs are: Tim Horton's, World of Yasu, Chau Restaurant, Stackt, CIBC Manitoba, Henry Shchein Manitoba, City of Winnipeg, Government of Manitoba, Goodlife Winnipeg, Bison Transportation, Pedalheads, Old Navy, BC Public Service, Lush, Wendy's, Distillery Restaurants, Cineplex, No Frills, Pedalheads, Etro Construction, DiverseCity, Canada Post, Strive Living Society, Translink, BC Public Service, & Government of BC
- 50 job seekers who identify with mental health barriers have been hired by trained employers



Successes 3

- In April 2024, we hosted the *WorkAbility Creating Psychologically Safe Workplaces* roundtable even in Vancouver. The event hosted 32 unique employers and thought leaders from various industries.
- Speakers included Randy Boissonnault, Minister of Employment, Workforce Development and Official Languages, Director of Inclusive Employment Initiatives, Gov't of BC Supreeti Bhalla, keynote speaker, Victoria Maxwell.
- Panel Discussion on *Intentionality in Inclusivity: Pivoting from Reactive Accommodations to Inclusive-by-Design Workplaces*
- Panelists included Catherine Repel, Employment & Labour Law Lawyer at Clark Wilson LLP, Garrison Duke, COO DiverseCity, and Claudia Gass, Equity, Diversity and Inclusion Advisor – Persons with Disabilities, Canada post



Successes 4

- Canada Post
 - Connected at ODEN
 - Introduced to Claudia Gass, Equity, Diversity and Inclusion Advisor – Persons with Disabilities who was an expert panelist at the roundtable event
 - Multiple info sessions with various Learning & Development and HR teams across Canada
 - Two held in July and 3 scheduled for their Prairies team in December
 - More to come
 - Share job postings with us to share with YES clients



Successes 5

- STACKT
 - Hired clients from YES Lighthouse Project (Lighthouse Project works with job seekers who are experiencing mental health barriers)
 - Participated in two hiring events and have hired 6 people
 - Attended the WorkAbility launch/training
 - Recorded an employer video for distribution



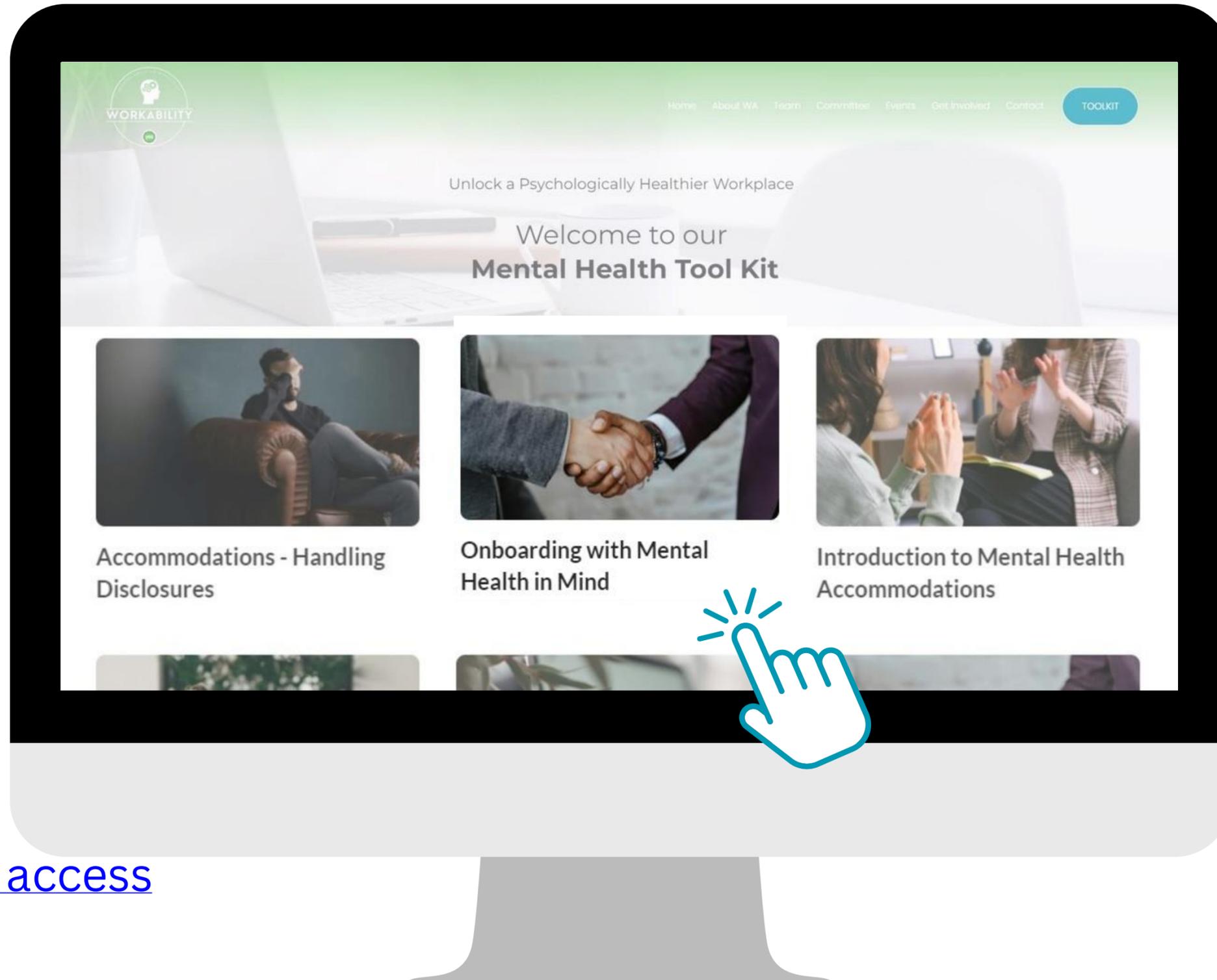
[Watch the STACKT Employer Testimonial Video](#)

Challenges

- The tension for employees to disclose or not to disclose still persists. Building the message that mental health is already a factor in the workplace, even if employers are not aware if it (via disclosures) has been part of our engagement strategies
- Companies may have rigid hiring processes/procedures that don't have inclusion at the heart. We address this by giving practical and empathetic strategies for management
- Time Constraints - it takes a lot of time to establish long-lasting relationship with employers. We are developing ways to re-engage employers on a longer term basis
- Employers often seek clear ROI, but measuring tangible outcomes of mental health initiatives can be difficult to quantify in the short term



ONLINE TOOLKIT



[Visit our website to access the online toolkit](#)



Workshops

1. MH 101 for Workplace Leaders
2. Creating Capacity
3. Onboarding with Mental Health in Mind
4. Mental Health Accommodations and Disclosures in the workplace
5. Transforming Talent Acquisition: Mental Health informed best practices to enhance your Recruitment process

Developing 3 more workshops

1. A Generational Approach to Mental Health in the Workplace
2. Addressing Workplace Concerns: Behaviour vs Mental Health Approaches and
3. To be decided in collaboration with the advisory committee



THANK YOU!

UPCOMING EVENTS

The Burnout Blueprint: Strategies
and Resources to Support your Team

Date: December 10, 2024

Time: 12:00pm - 1:00pm

Location: Virtual



Scan the QR code to register or
[visit the link to register.](#)

CONTACT US

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