

the disabled

Many other would-be workers with disabilities, particularly those with mental disabilities, are on waiting lists for job-finding assistance or are stuck in frustrating search for work they can do. The unemployment rate of people with disabilities is 13.7 per cent, compared to 4.6 per cent for the general population.

employment



The disabled working community is virtually invisible in most of us. But the group is slowly becoming a more integral part of the work community in B.C. There are currently 137 disabled workers employed in B.C.

11 Business/Markets/New Westminster
AUG 2007

A place for everyone

People with developmental disabilities find no barrier to employment in variety of jobs

BY MARIA SANTANEN

with rubber-soled shoes, but airborne sawdust can be combustible.

Etheridge was hired after the company tried out some younger workers who lasted a few months before they were swept into the strong labour market and into better-paying jobs.

"He's starting to break the mould for us, opening our eyes to the possibilities in the labour market out there," Colquhoun says.

Smith says there were concerns, before Etheridge arrived, about safety and work ability, but "we got over it."

Etheridge was placed through the support of the company's human resources department.

the person's skills and then orient him or her in the new job.

An employment specialist will spend up to three weeks on-site with someone who's just been hired, teaching him or her how to do the job.

The employment specialist will also work with company staff to dispel any concerns or issues they might have.

This extended orientation costs the employers nothing.

Edson Mendoza is a star employee at Rapidgrow Industries, a horticultural company in Maple Ridge.

Mendoza started as a bagging and labelling them, now he is also involved in laying saw materials.

loyal, honest, hard-working supervisor, Banks-Francuz says.

"He's

Connecting Employers and People

People with disabilities can succeed, and help their workplaces succeed. Supported employment agencies help find good matches between people and employers. All agency services are free.

Disabled form untapped talent pool

Pacific Hotel manager challenges industry to review hiring practices

Working realities

The disabled working community is virtually invisible in most of us. But the group is slowly becoming a more integral part of the work community in B.C. There are currently 137 disabled workers employed in B.C.

Real Work for Real Pay

a booklet for self-advocates, by self-advocates

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“The main thing is, you need a job to pay your bills and groceries.”

“We just need someone to give us a try.”

“You’ve got to think about where the resources are.”

“Working is important because it gives self-worth to us.”

“There’s no limit to what you can accomplish.”

“We have the right to work in the community like everyone else.”

“You need to make money to pay bills, pay the rent and save up for extras, so you’re not totally bored out of your skull, and you stay healthy with a healthy lifestyle.”

“If you don’t work you could die of malnutrition.”

“Prejudice is NOT good in the working world.”

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“What you need is the will to put in all the effort.”

“Some people need one on one training from staff who can teach them how to do it.”

“You need some type of work experience skills, or you need to take a job class on how to keep a job.”

Real Work for Real Pay

a book for self-advocates, by self-advocates

Acknowledgments

Our thanks to all of the groups who applied to be a part of the employment project. Special thanks to the following groups for their hard work and contributions to this book:

Kindale Self Advocacy Group

Terrace Self Advocacy Group

Comox Valley Self Advocacy Group

Mission Self Advocacy Group

Fraserside Self Advocacy Group

Kelowna Self Advocacy Group

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British Columbia
Association for
Community Living



Human Resources and
Social Development Canada

Ressources humaines et
Développement social du Canada

This is the story of 6 self advocacy groups who wanted to make a change in their communities. These groups know that people with disabilities *can* and *want* to work. Employment means *Real Work for Real Pay*, and this should be for everyone.

In January 2007, the British Columbia Association for Community Living (BCACL) invited self advocacy groups to apply for some money to help them do projects with local employers. The activities or projects were to raise awareness with employers about *Real Work for Real Pay*.

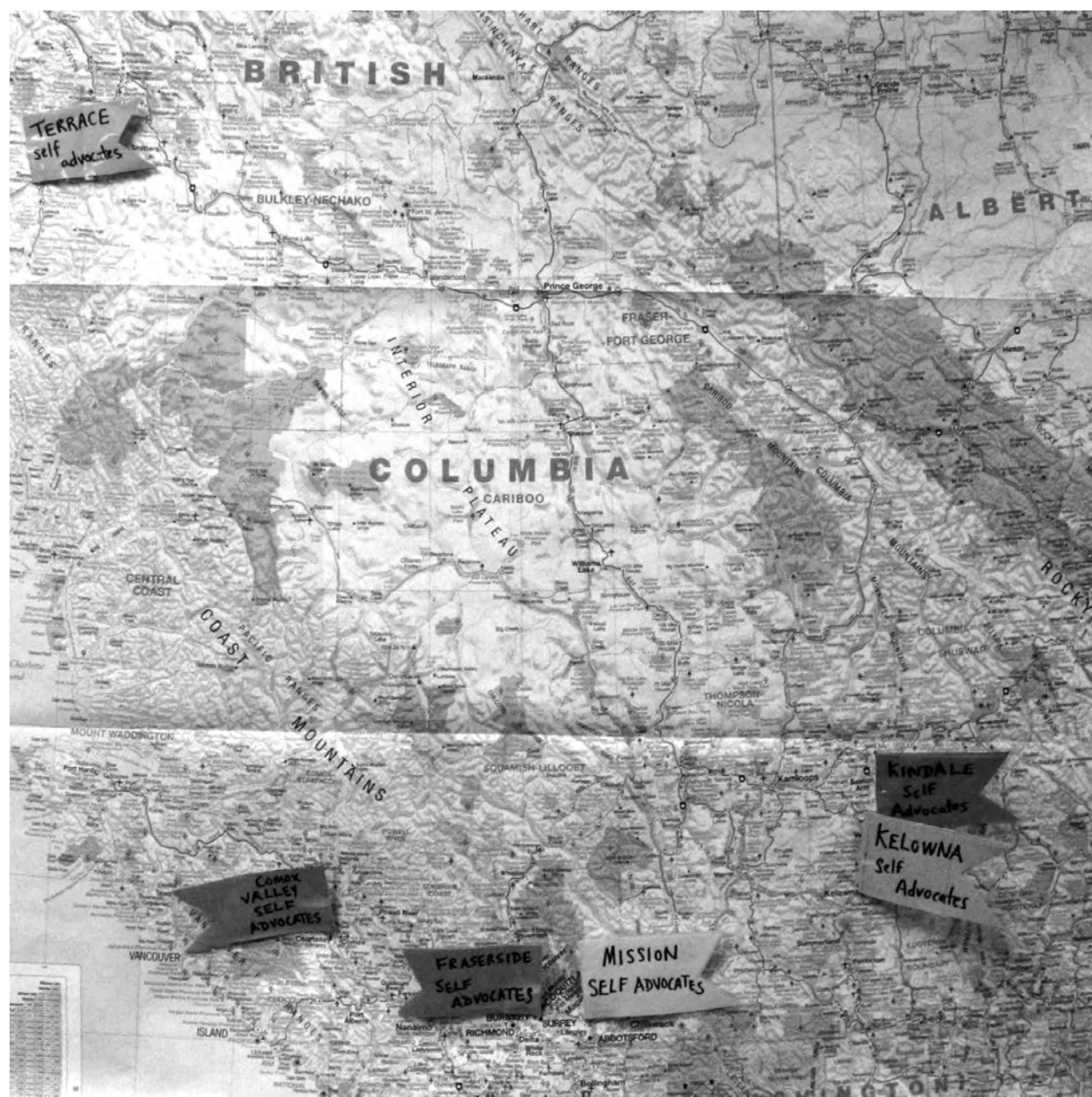
25 self advocacy groups had ideas for projects, but only 6 groups got money from BCACL to help with their activities. The activities included making brochures and cards, videos, presentations, employer events and more. The 6 groups shared their stories and helped to make this book to share with many people.

This book describes the projects and the steps that the groups took to complete them. Each group talks about the change they made because of their project, and shares quotes and advice on how to be successful. Other groups who want to do employment projects can start by reading this book and getting some ideas and advice.

The projects helped many employers meet many self advocates in BC. The projects helped self advocates share information about their abilities, and gain confidence in the idea that everyone belongs at work. Through the projects, self advocates created one voice on the topic of employment – we hope you can hear this voice in the pages in this book.

We hope you will listen to the voice of self advocates and be inspired to create change in your communities –

inspiring a world where everyone belongs.



Projects -

Kindale Employment Initiative

6

Kindale Self Advocacy Group - Self advocates share stories and dreams of *Real Work for Real Pay*. They reach students in schools, employers in the community, and even appear on TV.

See Our Abilities

10

Mission Self Advocacy Group - A booth at a local festival teaches people about *Real Work for Real Pay*. Visitors to the booth, including employers, get brochures and cards that help them “*see the abilities*” of the self advocates.

Employer Luncheon

14

Terrace Self Advocacy Group - Self advocates made lunch for employers in Terrace. Self advocates thank employers for hiring them, and ask new employers to think about hiring them.

Empowering Workers with Disabilities

18

Fraser Side Self Advocacy Group - A 12 month calendar showing the jobs of people with disabilities. The calendar helps employers understand that people with disabilities can and want to work.

Employer Appreciation Luncheon

22

Comox Valley Self Advocacy Group - treats inclusive employers to a special luncheon. Guests enjoy special certificates and a buffet feast.

Appreciating Inclusive Workplaces

26

Kelowna Self Advocacy Group - An early morning business breakfast for employers. Live music, photos and the mayor of Kelowna make a lively event.

Kindale



*"We are human
and we have
disabilities,
but the
best thing is,
we like to
work too."*



Employment Initiative



Kindale Employment Initiative

Kindale Developmental Association is located in Vernon and Armstrong, in the north of the Okanagan Valley. Vernon is a medium sized town surrounded by smaller towns, like Armstrong. The many towns in the area make up the North Okanagan.

*“Anyone can get a job,
it's not that hard you
just have to get some
help to help you learn,
or to find out what kind
of job you want. It's
about people working
in the community and
doing jobs.”*

*“I love my job and I
have lots of jobs to do. I
love driving the street
sweeper.”*

*“More employers are
hiring people with
disabilities. Employers
are satisfied with their
new employees, and
are talking to other
employers about doing
the same.”*

Project Description

We wanted to raise awareness in the community about the abilities of self advocates. We made presentations to a high school. We took some employers out to lunch to thank them for hiring people with disabilities, and gave them certificates. We also wrote press releases and sent them to the newspaper. The press releases were about the self advocates in our communities who have jobs.

Steps Taken to Complete the Project

Our project was part of a larger employment project at Kindale. By talking about our experiences and sharing our stories, we helped Kindale spread the word to other community agencies, Rotary clubs, and the media.

Impact on Community

We have noticed more employers who are hiring and supporting people with developmental disabilities.

The newspapers and local TV channel liked our stories. They published three newspaper articles about self advocates who have jobs. They asked some people who are working to represent our group in a video. The video promoted *Real Work for Real Pay* and it aired on TV in Armstrong and Vernon.

High school students learned about self advocacy and about *Real Work for Real Pay*.

Members of our group gained confidence.

It was really important to use our voice to describe what life is like for people with disabilities who do not have jobs.

“We will continue to work together to make sure everyone has things to do in our community including work, learning and having fun with all kinds of people.”

“Chris is a joy to have working here. He sets an excellent example of hard honest work each day here at Kohler.”

“It's like splitting up people without jobs and saying “Oh, these are the people with disabilities. No, they can't do jobs because it's too hard for them. I think that's crazy.”

Mission



See Our Abilities

The Challenge Ahead

- There are 300,000 people with disabilities living in B.C. who are capable of working. Out of that group of 300,000 only 97,000 people with disabilities either have a degree, diploma or certificate. Yet the employment rate has peaked at only 44 percent.
 - According to a BC Provincial report called, "Recruitment & Retention of Persons with Disabilities", people with disabilities were 250 percent more likely to be unemployed than the typical population.
 - Individuals are forced to volunteer in order to get job experience. Some are fortunate to receive a small incentive to cover the costs of going to and from work.
 - All citizens have the right to receive equal pay for equal work.
 - All citizens have the right to contribute.
 - People with intellectual disabilities have many gifts and abilities to contribute.
- Individuals with disabilities deserve the opportunity to be hired in their own community.



FAQ's

- Q: Don't people with disabilities already receive a pension from government?
- A: Yes they do however individuals with disabilities continue to live well below the poverty line.
- Q: Don't people with disabilities already receive wages for volunteering?
- A: Individuals receive \$100.00 per month as an incentive, which barely covers the cost of traveling to and from work. People have the right to equal opportunities for employment and receive equal pay for equal work.
- Q: Don't people with disabilities require a lot of support and/or supervision on the job?
- A: Just like all new employees, people initially require training. The majority of specialized support cost under \$500.00.
- Q: Can persons with disabilities perform meaningful work at competitive wages?
- A: The job performance of people with disabilities has proven to meet or exceed that of non-disabled employees.

The Benefits of Hiring Individuals with Disabilities:

- We are loyal, dedicated and make dependable employees.
- We take our jobs seriously because we want to keep our jobs.
- We want to earn our own living and be contributing citizens.
- We are eager to learn and do a variety of jobs.
- We are willing to work flexible hours.
- We are patient and bring a positive attitude to the workplace.
- We are punctual and have a great sense of humor.
- We get along with everyone and have a great sense of humor.
- The employer would be reducing poverty and homelessness in their community.
- The employer can feel good about hiring people with disabilities by creating opportunities to improve lives.
- By improving lives, the local businesses would be attracting others to their community.



Join the growing list of employers in Mission...

- Mission Association for Community Living
- Mission Raceway
- Tim Hortons
- Safeway
- Save On Foods
- Best Western
- Hemlock Ski Resort



Contact the Mission Self Advocates Group:

President: Joe Riley
(604) 814-0102

Vice-President: Tracy Martin
(604) 820-0056

Visit us on-line at:

www.selfadvocate.net

JOBS - JOBS - JOBS



Mission Self Advocates Group and BCACL
Employment Opportunities Project

See Our Abilities

Mission is a large town close to the border with the United States. One hour away from Vancouver, Mission is one of the oldest towns in BC. People who live here like to celebrate their history and work hard to keep their town going.

“We believe that ALL people have the right to have jobs, get an education and the right to be cared for and be safe in the community of Mission.”

“Getting support from the people of Mission was very rewarding.”

Project Description

Our group decided to promote the abilities of self advocates in Mission by having an information booth at the annual Illuminaria Light Festival. The Festival celebrates Community Living in October each year, and hundreds of people attend. We made a flyer and card promoting jobs for people with disabilities. We handed out the flyers and cards to the public and to employers who attended the festival.

Steps Taken to Complete the Project

1. We met a few times to decide how we would spend the money to get the most information out to the public.
2. We wanted the community to remember us and to encourage employers to hire people with disabilities for real jobs at real wages.

3. We found businesses to support our project by giving us a small donation. Staples and Bradley Advertising both helped us with the costs of printing our materials.

Impact on Community

After the project we felt great about ourselves and our community. We showed everyone in Mission that we could organize our own booth, and be independent. We felt proud when we were handing out our materials.

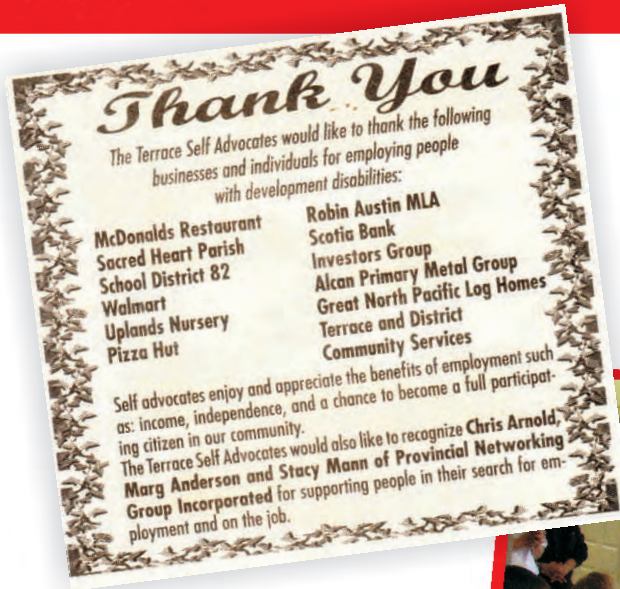
A lot of people told us they would talk to their friends and people who own businesses in town.

We felt accepted.

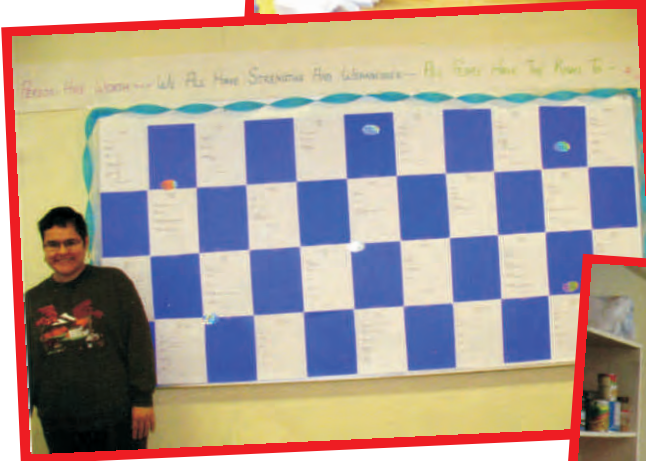
“Employers need a guide for help. If they had a guide, they might be willing to pay – not just volunteer. What they'd get is an employee who wants to work, and is dedicated.”

“We only helped design the brochure, but what we did was in our words. We put the phone numbers of self advocates on there so people could call us if they had questions.”

Terrace



Employer Luncheon



Employer Luncheon

Terrace is a small town in the Northwest of BC. The town is far away from other towns, but it is close to the ocean. Although the town is growing, about 12,000 people live here. There are about 1,000 businesses in Terrace.

"We made sure our ideas were heard. This was important to us."

"If you have an employers luncheon, invite as many employers as you can. Send out the invitations at least a month in advance. Look ahead at the calendar and make sure you pick a date that a good one for everybody."

Project Description

We hosted a luncheon for employers and made materials to hand out. We also made a brochure for our group, and t-shirts for everyone in the group.

Steps Taken to Complete the Project

Before the luncheon

We had many meetings to prepare and make decisions.

We decided to invite employers who *do* hire self advocates, and employers who *do not* hire self advocates. We wanted to encourage new businesses to hire self advocates.

We made a list of employers and sent out invitations. We ordered t-shirts and designed brochures. We phoned people and invited them to be the guest speakers.

At the luncheon

Everyone helped to make the lunch and to decorate. We had a bulletin board of resumes for self advocates looking for work. We had two guest speakers. A local self advocate spoke about his job. A local employer talked about the success of hiring people with developmental disabilities at his business.

*"It was very
exciting.
I felt great.
We had fun."*

After the luncheon

We placed an ad in the paper thanking employers for hiring people with disabilities. We thanked them for their support. We also thanked others for helping us have jobs.

*"I think there might be
lots of jobs like mine
out there, but people
don't know anyone
that does it yet. It can
be done.
I'm proof of that."*

Impact on Community

Many people asked for more information about our group. We let people know we want to work, and have the ability to work. We hope employers will give people with disabilities a chance in the future.

Fraser'side



Empowering Workers with Disabilities

Our 12-month Calendar



Empowering Workers with Disabilities

Fraserside Community Services is in New Westminster. New Westminster is a small city that is part of Greater Vancouver.

"It's time to realize that people need to have real jobs. If you don't have a job how are you going to pay for your groceries or what not. Anyone who is thinking about hiring someone with a disability should take it very seriously."

"My friends have seen pictures of me working in the calendar, and now they want to get involved even more than before."

Project Description

We made a 12-month calendar. Almost each month has pictures and a story of a person with a disability working for Real Work for Real Pay. We wanted to create awareness in the community about the abilities of workers with disabilities.

Steps Taken to Complete the Project

1. We had meetings to decide who was chosen to be featured in the calendar. We met in the board room at our head office. We used the projector to check out the work so far and picked our favourite pictures.
2. We hired a student self advocate to be the photographer. The student also interviewed the employees about their jobs. All together, she took 60 pictures.

3. After a while we realized that our group did not have enough workers to fill 12 months up. We decided to ask other agencies who have supported employment programs to help us find more people to be in the calendar.
4. We had to get permission in writing from everyone who had their pictures in the calendar. It took some time to get the forms sent out and returned back to us.
5. We talked a lot about what do to with the calendars once they were finished. Where would be the best places to hand out the calendars for the public to see?
6. Doing it together as a group was important. Everyone pitched in to do their part.

Impact on Community

Employers started to think about including people with disabilities. Lots of people at Fraserside are talking about getting a real job now. They realized that there is help out there to get and keep a job. The people who were in the calendar are proud, and so are their employers.

“I think it was a good idea for self advocates to do this because some of our people got involved for the first time ever.”

“My boss said that she was proud of me for what I've done and happy I got involved in the project.”

“The whole thing with the calendar is that it makes people who think it could never be done, realize that it can.”

Comox Valley

In celebration of Community Living month
The Comox Valley Self Advocates
will be hosting an
EMPLOYER APPRECIATION LUNCHEON

Event to be held at Crown Isle Resort
Tuesday October 23rd 2007
12:00 - 1:00 pm

We invite you or a representative from your business to attend and be recognized for your role in the success of people with disabilities working within our community.

Your rsvp would be greatly appreciated by Friday October 19th. You can respond by email at cvs@selfadvocates.ca or by telephone at 334-3568



Employer Appreciation Luncheon



Employer Appreciation Luncheon

The Comox Valley is a community on the coast of Vancouver Island. It is made up of a few small towns. There is lots of tourism in this area.

“It got the employment agencies to talk to other employers. And maybe in the end those employers are saying, hey maybe we should be taking one or two more people on, not just one. That was the goal, I think.”

“I was surprised that the employers already knew who we are. For example, I know the owner of Mudsharks. Three of us walked in there the next day, and all three of us got free coffee because we put on the lunch for them.”

Project Description

We held a luncheon in October to celebrate Community Living Month.

We invited employers to the a local hotel and treated them to a buffet lunch to thank them for being inclusive employers. Each employer was presented with a certificate of appreciation.

Steps Taken to Complete the Project

1. Our group met to decide what kind of project do to. We had a few ideas. We decided the employers lunch was the best idea.
2. One of the challenges was deciding which employers to invite. We did not want to use a list from an employment agency –

we wanted it to be from self advocates. We decided to invite employers who hired people in our group. We also invited staff and people with disabilities who are interested in *Real Work for Real Pay*.

3. We think it is important to give our business to employers who hire people with disabilities. There is no hotel in town who hires a person with a disability, so it was a hard choice to make. In the end we hope we can help the hotel learn about disabilities, and maybe hire someone in the future.

Impact on Community:

The most important thing is that employers were talking to each other. We hope employers will think about hiring more people in their businesses, not just one.

Employers in our community got to know about our group, our abilities, and the fact that we want to work.

“It was very good. It took a lot of time and effort, but it brought our group together even more than it was, and we all supported each other”.

“The best part was the memory of just doing it and feeling like we accomplished something.”

Kelowna

We all work for different reasons...



money...

challenge...

belonging...

whatever our reasons,

everyday throughout the Okanagan, we are...

Appreciating Inclusive Workplaces



...taking care of business.

Appreciating Inclusive Workplaces

Kelowna is a large city in the middle of the Okanogan Valley. The valley is known for its fruit orchards and wineries. There are mountains nearby and a ski resort, so many people come here for holidays.

“We need to be out there, we need to be visible, we need to actually show what we can accomplish and what we can do.”

“What I can tell you is look past the disability, and I can show you what real people are doing.”

“In Kelowna we are leading the way.”

Project Description

We hosted a breakfast at a local Hotel to thank employers and raise awareness about *Real Work for Real Pay*. We had live music, and guest speakers including the mayor of Kelowna, Sharon Shepard.

Steps Taken to Complete the Project

1. We held lots of planning meetings, and everyone did their part.
2. We met with the Mayor and asked her to speak at the breakfast.
3. We asked one of the self advocates in our group to be the Master of Ceremonies.
4. We created certificates for employers.
5. We wrote a press release.

6. We went to local businesses and got donations for door prizes.
7. We sent many invitations out. A couple weeks later we called all the employers to find out if they were coming.
8. We asked for help from different agencies. A woman we know helped to get the press release to all the local newspapers. TIER Support Services helped out too.

"I think I was a valuable asset. And me actually introducing the Mayor of Kelowna...was impressive."

Impact on Community

Employers decided to speak up at the breakfast. Without being asked, many employers got up to talk about how great their employees were.

"It was really worth it to involve so many employers to actually help and to acknowledge what they do."

The mayor was really impressed with how we organized the breakfast. She asked us to make a presentation to the Chamber of Commerce.

We were asked to do a radio interview, so the word also got out to the larger community.

"The project was very successful, positive, great atmosphere. We would do it all over again, we would!"

Employers started talking to each other, and thinking about where else they could employ people in their businesses.

Self Advocates thank the following businesses for hiring people with developmental disabilities

Mission Association for Community Living	Interior Provincial Exhibition	Robin Austin MLA	Areo	Michael's off Main
Mission Raceway	Kohler Canada Company	Alcan Primary Metal	Bank of Montreal	Mudsharks
Tim Horton's	Municipality of Spallumcheen	Group	Beaufort Daycare	North Island College
Best Western	Native Friendship Centre	Great North Pacific Log Homes	City Hall	Regional
Hemlock Ski Resort	Petland	Terrace and Distict Community Services	C&N Tool	RCMP
A&W Restaurants	Pilgrim's Produce	Juniper Hill	Courtenay Medical Clinic	Rice Financial
ICBC	Roger's Video	UBC Okanagan	CIBC	Salvation Army
Burnaby Association for Community Living	Safeway	Napa Auto Parts	Comox Valley Curling Club	Scotia Bank
Mean Green	Save On Foods	The Gourmet Cup	Coastal Community credit union	Staples Business Depot
BC Hydro	McDonald's Restaurant	Aramark	Eatmore sprouts	Tomato Tomato
Com Vida Corp.	Sacred Heart Parish	Abbeyfield House	Fluid Bar and Grill	Thrifty's Foods
Surrey Tax Centre, Revenue Canada	School District 82	Okanagan College	HERE Computers	Uniglobe Travel
Alpine Spa Covers LTD.	Walmart	Mission Meadows	Island Inkjet	Upper Island Motors
Briteland Agricultural Services and Supplies	Uplands Nursery	Freddy's Brewpub	J Puddleduck Preschool	Willow Daycare
	Pizza Hut	Glenpark	Kal Tire 2215	CRA
	Scotia Bank	A&W	Leungs	Extreme Runners
	Investors Group		Lund & Thorburn	Coast Guard Auxiliary Group
			Merry Andrew Daycare	

[illegible]

What can you do?

The stories you have read in this book are about making change. The self advocate groups in the stories want to help people believe in *Real Work for Real Pay*. The projects showed how people with disabilities can and want to work.

Self advocates and their groups who want to make a change can learn from these stories. They can also make their own projects, to help people believe in *Real Work for Real Pay*.

Here are some ideas for projects.

- ✓ Organize a workshop or presentation for businesses about hiring people with disabilities. Presentations could also be made in schools, family groups or staff to help them understand the importance of *Real Work for Real Pay*.
- ✓ Put a notice in the newspaper. The notice could explain the facts about *Real Work for Real Pay*.
- ✓ Hold a “reverse career fair”. Instead of job seekers going to the fair to meet employers, invite employers to come and meet job seekers with disabilities. Have job seeker profiles ready for each person looking for a job.
- ✓ Organize meetings or write letters to have your voice heard. Meet with employers where self advocates want to work. Meet with local community living organizations. Meet with your mayor or local MLA or MP (these are politicians whose job it is to represent citizens in their area). Before your meeting, have a plan for what to talk about. You can use the “*voice of self advocates*” sheet included in this book as a guide for what to say.

“Everybody has to pitch in and do their part, that’s part of community living.”

“The main thing is, you need a job to pay your bills and groceries.”

“We just need someone to give us a try.”

“You’ve got to think about where the resources are.”

“Working is important because it gives self-worth to us.”

“There’s no limit to what you can accomplish.”

“We have the right to work in the community like everyone else.”

“You need to make money to pay bills, pay the rent and save up for extras, so you’re not totally bored out of your skull, and you stay healthy with a healthy lifestyle.”

“If you don’t work you could die of malnutrition.”

“Prejudice is NOT good in the working world.”

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“What you need is the will to put in all the effort.”

“Some people need one on one training from staff who can teach them how to do it.”

“You need some type of work experience skills, or you need to take a job class on how to keep a job.”

entering the work force

dependent living skills education in
curriculum.

A52 | WORKING | THE PROVINCE

Successes outnumbered by failures in hiring the

KANSAS CITY, Mo. — Joe Steffy's

Ryan Farley, 25, also has develop-
mental disabilities. He has been on
the payroll for five years at a the-

Dan Glennon, the
manager. "We lo-
between chal-
alienating the
successful for

Bureau. They also are part of a larg-
group of about 51.2 million peo-
some level of disabil-
or for emotional
also are

Tight job market creates openings for the disabled

Employers are increasingly tapping a segment of the workforce that was overlooked in the past

HRReporter

CANADIAN
THE NATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT
A Carswell Business Publication
www.hrreporter.com

Hiring people with disabilities a win-win

It's not just the right thing to do — it's also good for business

Many Canadians who have a disability also have abilities and skills needed to succeed in the workplace. But they are struggling to find jobs.



Success Story
Disability by colleague

Kelly Taylor is employed in London, Ont. as an administrative support person. She also has a long-term disability.

Everyone is able to work



Celebrating Progressive Employers and Capable Employees: Safeway

By Sylvia Jansen

Safeway knows that some of the most visible people in the store are the Courtesy Clerks—those who bag our groceries, who find that suddenly-remembered item, and who help us load everything to our car. It is an

A willing workforce

son Youmans - Ladysmith
se days of labour shorta
hire says employers are

Disabled ready for workforce

OPPORTUNITIES: Victoria invests in 300,000-strong talent pool

BY ASHLEY FORD
WORKING REPORTER

of disabled community workers who want to take their rightful place in the workforce.

The right profile

Restaurant worker earns business a garden award

Contributed

Three years ago, McDonald's Restaurant in Terrace hired a young man who didn't really fit any of its standard job descriptions. This young man's name is Brian Prince.

Brian brought with him a superstar personality, a willingness to learn and a value-added job proposal that offered the restaurant a new service.

Among Brian's many duties are watering, weeding and deadheading all the flower baskets, barrels, boxes and gardens around the grounds. He works five days a week at this job, which he takes very seriously.

"I always work hard and do a good job," says Brian. If you ask Brian, he'll tell you...



People with disabilities thrive in their own businesses

Strong motivation and perseverance translates into a high success rate

Community Link builds career connections