

TEEN WORK

What is TeenWork?

TeenWork is an innovative youth employment program developed by CanAssist at the University of Victoria and offered in Greater Victoria. The program is also offered in BC's Lower Mainland in partnership with CBI Consultants. TeenWork is designed to help youth with disabilities and mental health challenges find and retain meaningful, part-time paid employment while attending high school. TeenWork job coaches work with participants at their work sites, helping the teens master their tasks, achieve independence and contribute to the workplace.

What to expect for your business

Youth may pursue a standard job-seeking approach by submitting a resume independently. Alternatively, TeenWork may present one or more youth profiles to employers who job coaches have identified as a good fit for the business. Both approaches provide the employer with pre-screened applicants whose skills and interests match the business needs. During this process, TeenWork participants are supported by a job coach. Once a youth is hired, TeenWork job coaches work with the business to determine if any accommodations are required for the teen and then provide on-site support with job training for as long as needed. This support gradually fades as the youth gains increasing confidence and proficiency at work.

TEEN WORK



University
of Victoria



For more information, please contact:

www.canassist.ca/teenwork

Greater Victoria:

teenworkatcanassist@uvic.ca

Lower Mainland:

teenwork@cbiconsultants.com

Benefits for businesses

Pre-screened applicants

- TeenWork job coaches work with participants to discover their strengths and interests. By the time a participant approaches you, this job seeker will have identified his or her areas of interest and gained the pre-employment skills necessary to succeed.

Hard working, reliable employees

- 90% of those with disabilities do as well or better at their jobs than their co-workers without disabilities.¹
- Staff retention is 72% higher among people with disabilities.

It's good for business

- Research shows that inclusive businesses are twice as likely to meet or exceed financial targets, six times more likely to be innovative, and six times more likely to effectively anticipate and respond to change.²

Have a competitive edge

- 90% of consumers favour companies employing people with disabilities.³

TeenWork profiles

Tricia

- With her job coach, Tricia learned employment-readiness skills, including building a resume, writing a cover letter, interviewing techniques and handling cash.
- Through TeenWork, Tricia found employment at Vancity to help with administrative tasks that other staff often scrambled to finish; this position matched Tricia's interests and skills and filled a business need for Vancity.
- Tricia's TeenWork job coach provided on-site support in areas such as task prioritization, until she was able to confidently perform tasks independently.

Chris

- Chris was able to use his physical strength to his advantage working at Lumberworld.
- He helped customers locate and load products into their vehicles, and alleviated pressure during the store's busiest hours by cleaning and organizing the workplace.
- Having Chris as a consistent and accountable employee helped improve the environment and workflow in the lumber yard.

Employer feedback

“The TeenWork program benefits both the youth who they serve and us, the employer, who in turn receives a motivated, hard-working and well-supported employee.”

Nick Ritter, Owner of Cora, Victoria BC

“TeenWork has helped us find a dedicated, motivated and positive employee with ease and confidence.”

Kaylee Horneland, Manager at Starbucks Coffee Company, Victoria BC

“We were able to customize a position for a TeenWork participant that reduced my costs in advertising and increased my customer base.”

Dan Milbrath, Owner and Operator of Costa Verde Landscaping, Victoria BC

“TeenWork has been an invaluable resource when it comes to connecting employers with quality, hardworking and reliable employees. Our experience with the organization has been nothing but positive in every sense of the word.”

Mark McKee, Custodial/Soft Services Manager, Sodexo Campus at St. Michael's University School

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¹Deloitte. (2017) *The road to inclusion: Integrating people with disabilities into the workplace*

²PR Newswire. (2017) *New Deloitte Research Identifies Keys to Creating Fair and Inclusive Organizations*

³BC Government. (2016) *September is Disability Employment Month in B.C.*