



**BRINGING EMPLOYER,  
EMPLOYEE SOLUTIONS**

*Helping youth and adults with disabilities to find  
employment and be successful in the workplace*

**WE'RE HIRING**

**78% of  
Canadians  
are more likely to  
buy a product or  
service from businesses  
that employ people  
with  
disabilities.**



**Employment  
specialists with  
BEE Successful  
build relationships  
between capable  
employment  
candidates and  
Renfrew County  
employers.**

***BEE Successful Benefits:***

- Hassle free hiring process.
- Onsite job training and supports.
- Reduce turnover in your staff.
- Reduce time and cost in recruiting new employees.
- Recruitment of dedicated, honest and skilled employees.
- Diverse workforce representing our community.





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### **BEE Successful**

Staff assist with orientation, training, and supporting natural mentoring to develop.

Staff are trained specialists who bring employers and people with disabilities together to create mutually beneficial employment relationships.

Staff use a proven system of workplace “talent matching” and ensuring “talent readiness”.

### **How much will it cost to hire a candidate?**

This will be individualized in each employment situation. An employee may work as few as 1 hour each week up to 40 hours a week. An hourly rate can be from at least minimum wage up to any higher negotiated rate between the employer and their employee.

### **What if we would like to eventually increase the employee's hours worked per week as we identify needs and capabilities?**

As with any employee, that simply requires discussing the possibility with them. Of course, if additional support with orientation to new tasks is needed **BEE Successful** can become more directly involved even if some time has passed since the initial hire.

### **Can the employer interview potential candidates or will they be selected by BEE Successful?**

Our employment specialists will work with employers to present potential candidates and can help with any part of screening and hiring but certainly employers make decisions on who they hire.

*Employees with disabilities: use less sick time; remain in positions longer; positively impact staff morale and work culture;*

“We have found that companies that perform well in disability are highly responsive to their customers, and thus outperform peers in revenue growth.”

**Rich Donovan**  
*Founder of Fifth Quadrant Analytics*

“I have watched Clint gain confidence and independence as well as become more mature and responsible during his 16 years with me at Tim Hortons. He deserves and appreciates the opportunity to work more than anyone I know.”

**Mark Wafer**, owner of seven Tim Horton stores and a Champion for Rotary at Work in Toronto has hired 86 people with disabilities in the past 16 years.

## **BENEFITS OF HIRING PEOPLE WITH DISABILITIES:**

- Contributes to a better rate of attendance, punctuality, employee morale, teamwork and safety in the workplace.
- Often leads to a reduction in staff turnover; people with disabilities have proven to be skilled and loyal employees.
- Shows that the company values diversity and is a tangible example of good corporate citizenship.
- Increases the purchasing power for individuals with a disability and their families.
- Reflects the demographics of your community, and enhances the community's understanding of people with disabilities.
- May free up resources to complete other tasks and increase productivity.
- Allows the person with a disability to be a role model to the staff and community and others with a disability.
- May include free corporate marketing when your new employee talks about where they work.

**Seek out BEE Successful to meet your workforce needs.**

**Call today for a tailored solution to your needs or email to get started.**

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