

# Rotary Employment Partnership E-Blast

D5360 & D5370

 Inclusion Alberta

October 2021

## New Jobs Developed

### The Glencoe Club

The Glencoe Club in Calgary recently partnered with the Rotary Employment Partnership to hire two new employees on their food and beverage teams!

Jesse's friendly and outgoing disposition made him a perfect candidate for a part-time Server Assistant position at the club's restaurant. He is an essential part of the team, ensuring club members receive exceptional service. He handles many tasks such as greeting and directing members, running food, and clearing and setting tables. Jesse is excited to work in a fast-paced environment using his skills to enhance the experience for members of the club.

Ashley has joined the Glencoe Club's café team in a part-time bussing position. She supports the team by clearing tables, running food, stocking items and more. Her organizational skills and keen eye for detail make her a great fit for ensuring that the café is in perfect condition.

Congrats Ashley, Jesse and The Glencoe Club!



Left: Ashley & a colleague



Right: Jesse & a colleague



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Like/Follow your District Facebook page for regular updates from the Rotary Employment Partnership.

*If you are interested in knowing how your workplace or Rotary Club can become involved, please contact:*

**Wendy McDonald**, District 5370 Rotary Employment Partnership Committee Chair, Inclusion Alberta Chief Operating Officer: [wmcDonald@inclusionAlberta.org](mailto:wmcDonald@inclusionAlberta.org) | 780-974-1310

**Trina Steed**, Inclusion Alberta Provincial Director, Employment Partnerships: [tsteed@inclusionAlberta.org](mailto:tsteed@inclusionAlberta.org) | 780-451-3055 ext. 426

## 6 BENEFITS OF HIRING PEOPLE WITH INTELLECTUAL DISABILITIES

### RELIABILITY

86% of employees with an intellectual disability rated average or higher than their colleagues without a disability.  
– strong attendance records

### IMPACT ON CULTURE

73% of team members report that they strongly agree that their new teammates are contributing as much as others to their organization.

### RETENTION

The average turnover rate for employers across all industries is 49%.

Turnover rates for employees with intellectual disabilities is just 7%.

In the quick service industry, the average turnover rate is 75%.

Inclusive employers have reported only a 35% turnover rate among staff with intellectual disabilities.

### INCREASED PUBLIC PERCEPTION

92% of individuals regarded companies hiring people with intellectual disabilities as more favourable than their competitors

87% of people indicated they prefer to give their business to companies who hire people with intellectual disabilities.

### PERFORMANCE

75% or more of employers rate workers with intellectual disabilities as good to very good on performance factors:

- high productivity
- dependable
- engaged in their work
- motivated

### SAFETY

98% of employees with intellectual disabilities rate average or better in work safety than their colleagues without disabilities.

Reference/ Full article

## Disability Employment Awareness Month (DEAM)

October is Disability Employment Awareness Month! Celebrate by [participating in events](#) put on by your community organizations, and by doing the following:

- Spread the word about Inclusive Employment
- Acknowledge current inclusive employers by promoting or supporting their business
- Post on social media using #DEAM2021

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