



The Ontario Restaurant Hotel & Motel Association and The Greater Toronto Hotel Association Announce New Employment Service for Members

Valued Members,

The ORHMA and GTHA are pleased to announce that we have developed a new partnership program with the Job Opportunity Information Network (JOIN). The program, which is funded in part by the ORHMA, GTHA and the Ontario Disability Support Program (ODSP), is designed to assist our members in the active recruitment, hiring and retention of workers with disabilities.

JOIN is an initiative of over 20 agencies that deliver ODSP Employment Supports services in Toronto. This network helps people with disabilities to find work and assists employers to recruit qualified candidates to meet their hiring needs.

People with disabilities constitute 15.5% of Ontario's residents however this untapped resource of well-skilled and well-educated members of our society are underrepresented in the workforce. With many of the baby boomers set for retirement over the next few years this country will soon face an unprecedented labour shortage. The ORHMA and GTHA have an exceptional opportunity to tap into this underutilized resource of labour.

Unfortunately, people with disabilities have traditionally been overlooked in the workforce, primarily due to many unfounded myths and stereotypes. A study of 2745 employees with disabilities conducted by DuPont has shown:

- that 90% of people with disabilities rated good or higher in job performance;
- 86% of people with disabilities were rated as having higher attendance records;
- 70% of adults with disabilities who were willing and able to work did not need special equipment or technology in order to perform effectively. When accommodations were necessary, approximately 20% cost nothing, while another 50% cost less than \$500.

The Accessibility for Ontarians with Disabilities Act 2005, (AODA) became law June 13, 2005. The goal of this law is to ensure that all residents of Ontario, including people with disabilities, have full access to goods, services, facilities, accommodation, employment, building structures, and premises by January 1, 2025.

Although 2025 may seem like a long way off, both the ORHMA and the GTHA believe that the time to start creating opportunities for a more inclusive industry is now. Our sector is the one that most industries look to for leadership when it comes to customer service and customer care; therefore creating an accessible Ontario for everyone is simply good business. We look forward to working with you on this initiative.

Tony Elenis
ORHMA President & CEO

Terry Mundell
GTHA President

People living with disabilities are often left out of the workforce.

We're changing that.

JOIN us!

hire-ABILITY
www.joininfo.ca

JOIN Job Opportunity Information Network
www.joininfo.ca

hire-ABILITY campaign

"Ontario employers need to recognize the potential, skills and talents of all Ontarians - it just makes good business sense. I applaud the ORHMA, the GTHA and JOIN for working together to build a plan that will benefit both the hospitality industry and Ontarians with disabilities. I heartily encourage members to get involved and help make it a success."

— Madeleine Meilleur
Minister of Community and Social Services

To find out how you can become involved please contact
David Holman, Diversity Recruitment Specialist, ORHMA at dholman@orhma.com
or call (905) 361-0268 or (800) 668-8906 at extension 323 or visit www.orhma.com or www.gtha.com