

*"When I found myself in need for a bookkeeper, I contacted Reliable Outsourcing and received a very fine contractor whom I was able to engage quickly. She has been invaluable in helping expand my business, and increase my sales."*

Jason LaRonde, Pacifica Nurseries Inc.

**The 10 by 10 Challenge is a simple one, increase employment for persons with disabilities in British Columbia by 10% by the year 2010.**

Why? Because many employers in our province are in desperate need of more staff and 44% of people with disabilities in BC, despite their comparable skills, education, and superior work performance are unemployed. This is an untapped labour pool that can help your business grow and prosper!

*Here is a pool of hundreds of thousands - 34,000 with college diplomas, 30,000 with trade certificates, and 28,000 with university degrees - well educated, skilled, and experienced people for you to choose from.*

## RESOURCES

### **VOICE EMPLOYMENT**

Placement specialist for people with mental health issues.  
604.850.6608

### **NEIL SQUIRE SOCIETY**

Placement specialist for people with mobility issues.  
604.864.5770 ext 310

### **EPIC**

Placement specialist for people with developmental disabilities.  
604.859.7681 ext 283 or 284

### **TRIANGLE**

Offers career counselling and personal development to individuals experiencing barriers to finding and keeping employment.  
604.859.0033

### **TRIUMPH**

Placement specialist for people with physical, and/or mental disabilities  
778.836.0564

### **CARE**

An employment resource centre available for adults that are unemployed, including those with barriers to employment.  
604.755.3388 ext 28

### **RELIABLE BUSINESS OUTSOURCING**

Access to highly qualified Freelance Professionals  
604.864.5770 Ext. 310 or 308

### **ASSISTIVE TECHNOLOGY CENTRE**

Specialized computer hardware and programs for employment success.  
604.864.5770 Ext. 310

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**Are you Hiring?**  
The benefits of tapping into our source of skilled and capable employees are exponential. Find out more!



**THE  
10 by 10  
CHALLENGE**

“British Columbians with disabilities have virtually the same educational achievements, and 90% meet or exceed the job performance of those without disabilities.”

THE  
**10/10**  
CHALLENGE

## 10 Great Reasons to Challenge Your Attitudes and Hiring Practices

- 1 There is a talent pool of up to 300,000 educated and skilled individuals with experience in a variety of industries looking for work right now in BC. Do you really care that they are designated “disabled” if they are quite able to do exactly what you need them to do?
- 2 Labels are for file folders! We all have characteristics that legitimately make us more or less suited to a particular job. You need people. Here is a pool of hundreds of thousands - 34,000 with college diplomas, 30,000 with trade certificates, and 28,000 with university degrees - well educated, skilled, and experienced people for you to choose from.
- 3 British Columbians with disabilities have virtually the same educational achievements, and 90% meet or exceed the job performance of those without disabilities.

*“There are many agencies in Abbotsford that offer resources to help you recruit, hire, and retain employees with disabilities.”*

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*They are wonderful! Working with People with Disabilities shows the commitment of Home Depot to help improve our community by helping people help themselves.”*

Roger Maniscalco, Store Manager, Abbotsford Home Depot

*“Not all disabilities are physical or obvious to others. In fact, 70% of disabilities are “invisible.”*

- 7 Depression is not contagious! There are a number of successful therapies for depression so someone who has been treated may in fact be a much happier employee than someone who hasn't.
- 8 Schizophrenia is a brain disorder and has nothing to do with having a “split personality.” There are millions of people in North America with schizophrenia. With medication, many are employed, productive citizens.
- 9 If you're a reptile breeder, you probably don't want to hire someone with an untreated snake phobia but otherwise, why not? Anxiety disorders are the most prevalent form of mental health issue, affecting 10% of the population. Illnesses range from specific phobias to more generalized symptoms and can be effectively treated.
- 10 There are many agencies in Abbotsford that offer resources to help you recruit, hire, and retain employees with disabilities. Listed on the back of this brochure are the phone numbers of agencies who can provide education and support to you and your team to open your mind and open the door to a world of new opportunities!

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