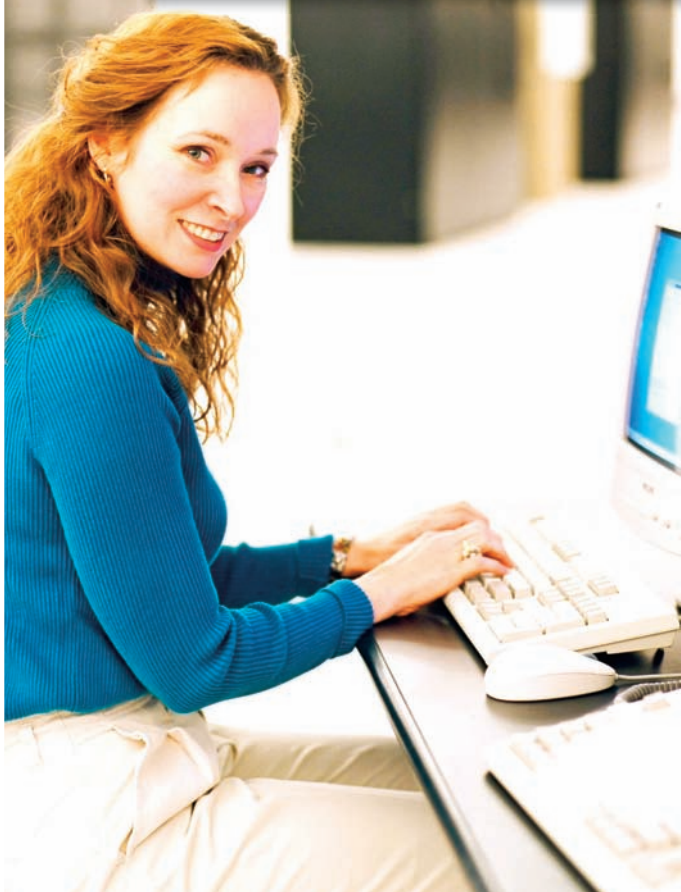


LANGLEY'S

**10<sup>B</sup>  
Y 10**

CHALLENGE



*Encouraging partnerships  
between businesses and  
people with disabilities.*

---



MARIKA VAN DOMMELEN IS AN ACTIVE MEMBER OF THE LANGLEY 10 BY 10 CHALLENGE COMMITTEE

## We're Up for the Challenge!

In 2006, British Columbia invited municipalities to participate in the "10 by 10 Challenge." This initiative encourages communities across the province to increase the number of people with disabilities in the local workforce by 10% by the year 2010.

There are currently 360,000 working-age people with disabilities in British Columbia – many of whom want to work. Thirty-four thousand of them have college diplomas, 30,000 have trade certificates, and 28,000 have university degrees. Yet, people with disabilities face an employment rate of only 52% in British Columbia.

Both the Township of Langley and the City of Langley unanimously accepted the challenge, joining over 80 other communities province-wide. In an effort to set and achieve goals, a committee was formed with representatives from various local groups.

*This is about working together to bring opportunities to everyone who is seeking employment. Our biggest challenge is to raise and promote awareness.*

MARIKA VAN DOMMELEN,  
RICK HANSEN FOUNDATION AMBASSADOR



Mike Carlson may be a quiet guy, but his presence at Murrayville MarketPlace IGA is making a loud statement. Mike has a disability, but that hasn't stopped him from being an important part of MarketPlace IGA's staff team. Mike has worked full-time stocking shelves at MarketPlace IGA for almost a year since being hired by store owners Gord and Barb Schilling.

*I like the people here. They have helped me learn to talk to people.*

MIKE CARLSON,  
EMPLOYEE AT MURRAYVILLE MARKETPLACE IGA

"I look for attitude and motivation in our employees," said Gord Schilling. "We know Mike is reliable, he does his job well, and he gives us everything he's got. We have benefitted from Mike's work as much as he has."

"There has been no downside to hiring people with disabilities," said Gord Schilling. "It's no different than hiring an able-bodied employee—it's a risk every time you hire anyone until you discover how they can do the job. Some people meet your expectations, and some don't. It has been worth a little extra effort to do what it takes to evaluate an employee like Mike. We took a little extra time and now we have a great asset on our team."

## A Win/Win Situation

The Langley 10 by 10 Challenge is an excellent opportunity for businesses to find valuable, hardworking employees, while those with disabilities are given a chance to showcase their skills and become part of a team.

Individuals with disabilities represent an untapped resource that employers often overlook and discount. However, according to a recent performance-related study, employees with disabilities received the following results when compared to their non-disabled colleagues:

- 90% rated "average" or "better" on job performance
- 86% rated "average" or "better" on attendance
- 98% rated "average" or "better" in work safety

Furthermore, 90% of employers reported no change in their insurance costs when they employ persons with disabilities.

## Success So Far

The 10 by 10 Challenge has been met with enthusiasm in Langley. "The key to this challenge is to connect the right person with the right job. We can do this if we work together to identify good opportunities," says Fraser Crinklaw, an instructor at Kwantlen Polytechnic University's Access Programs for People with Disabilities Department.

"Stepping Stone's Employment Program is dedicated to working with employers in the community to develop relationships that will support individuals living with a mental illness realize their employment potential," says 10 by 10 Committee member, Kalena Kavanaugh.

"Our vision is to build a community that welcomes diversity and inclusion and inspires employers to hire individuals with a developmental disability," says Committee member Bev Cumming of the Langley Association for Community Living.



*I love the job and working makes me feel empowered.*

AUDREY, STEPPING STONE MEMBER

*If I wasn't working I would be lying around feeling sorry for myself.*

RICHARD, STEPPING STONE MEMBER

Derek Harmsworth, a sander at the True North Furniture Company, was the first success story of the Langley 10 by 10 Challenge.

Earlier this year, Derek Harmsworth was hired by the Gloucester manufacturer after True North staff read an article about the 10 by 10 Challenge in the local newspaper.

*With the job market being so tight, we are always looking to tap into new areas to find employees.*

ANDREW NASEDKIN, EMPLOYER  
AT TRUE NORTH FURNITURE COMPANY

*“We had a job available that we felt would work well for an individual with a disability,”* said True North’s Andrew Nasedkin. Nasedkin’s company contacted Tami Logan of the Langley Association for Community Living to see if she had any suitable candidates.

Derek Harmsworth immediately came to Logan’s mind. An H.D. Stafford Secondary School grad, Harmsworth has always enjoyed woodwork. The three-day-a-week sanding job has been a perfect fit.

Nasedkin and Logan set up an interview and work experience leading to employment. Over the course of a few weeks, Logan assisted Harmsworth to learn the job and interact with True North staff.

*“Tami was here throughout that time, so we didn’t have to dedicate any extra staff to training,”* said Nasedkin.

*“After that, Derek knew the job and has been doing great.”*



# Our Partners

---



**Stepping Stone**  
Community Services Society



## Contact

---

If you are interested in hiring a person with a disability, contact Fraser Crinklaw at Kwantlen Polytechnic University:

**T 604-599-3340**

**E [fraser.crinklaw@kwantlen.ca](mailto:fraser.crinklaw@kwantlen.ca)**

To find out more about the work of the Minister's Council on Employment for Persons with Disabilities please visit

**[www.eia.gov.bc.ca](http://www.eia.gov.bc.ca)**