



ODEN

Ontario Disability Employment Network

2018-2019
Annual Report

2018-2019 message

From the **CEO** and **Board Chair**

The 2018/19 fiscal year was one of growth, change, celebration and accomplishment for the Ontario Disability Employment Network, and the membership. ODEN observed a major milestone, our 10 Year Anniversary. Growing from a group of agencies that volunteered their time and shared their resources, ODEN is now a respected and recognized intermediary network of employment service providers united to increase employment outcomes for people who have a disability.

Our mission was addressed through a variety of educational events, business and agency engagements, and awareness campaigns in 2018/19. ODEN also embarked on new projects and developed new resources, while making plans for growth into the 2019/20 year.

Laying the foundation for our expansion meant we had to increase our reach, which we did. In 2018/2019 ODEN organized 37 speaking engagements with businesses. As a result of these events a total of 933 business people were engaged throughout the year and learned about the business case for hiring job seekers who have a disability.

Employment service providers from across the province received training, consulting, and marketing support. In total, 872 staff members from Employment Service organizations built their capacity, and 24 agencies invested in the professional development of their staff.

Our annual Rethinking Disability Conference was a great success, with more than 225 attendees, 19 learning sessions, and a pre-conference day "Mental Health in the workplace" attended by more than 100 delegates.

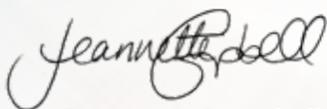
This year was the last year of service from ODEN's first Executive Director. Joe Dale retired shortly after the end of the fiscal year. The Board of Directors worked over the course of several months in succession planning and the recruitment of a new Chief Executive Officer. After an open competition Jeannette Campbell was hired and began as Chief Executive Officer in May 2019.

Joe and Jeannette worked closely to secure continued support from MCCSS, prior to his retirement. ODEN's contract was renewed with MCCSS, and with that support we started 2019/20 by expanding into the South West and Near North Regions of Ontario.

Amid all this change, the membership grew to 123. ODEN and its members collective impact has resulted in job seeker success, business success, increased diversity and intentional hiring, improved awareness in our communities, and created much more access to opportunity.

Without the membership and the businesses dedicated to inclusive hiring, these outcomes would not exist. We thank you for your dedication, support, and skill. Without you, we would not exist.

Sincerely,



Jeannette Campbell
Chief Executive Officer



Rosa Amicarelli
Board Chair



ODEN

10th Anniversary

ODEN celebrated its tenth Anniversary in 2018-2019. The major celebration happened at the 2018 Rethinking Disabilities Conference. ODEN has grown from a group of volunteers and a part-time Executive Director, to having a full-time Chief Executive Officer and five staff in 2018.



ENGAGE TALENT!
Boost profitability and enhance customer loyalty by reaching new markets

- The disability market touches **53%** of consumers and represents a huge opportunity for business.
- Statistics show retention rates are **72%** higher among people who have a disability.
- Studies reveal **97%** of employees who have a disability rate average or above in safety.
- 78%** of Canadians are more likely to buy a product or service from a business that hires people who have a disability.
- 86%** of employees who have a disability have average to above attendance records.

ODEN
odenetwork.com

#RethinkDisability #EngageTalent

DEAM 2018

In October 2018, ODEN delivered a comprehensive campaign for Disability Employment Awareness Month, including online presence and multiple publications, producing materials that can be utilized by ODEN members throughout the year.

f **92,984**
impressions

t **40,097**
impressions

▶ **10,742**
business
video views

in **5351**
views



MEMBERSHIP SERVICES



Membership update

ODEN continued to expand across the province, increasing to **123** members in 2018-2019. Employment service organizations utilized the services and support that ODEN offered. Together, we continued to increase awareness of the business benefits and outcomes for employment for people who have a disability.

“The trainer delivered the material while **efficiently** handling the demands of the group. **Brilliantly** done and **effectively** presented.”

– CCRW Training, June 2018

Agency Training

One key element of the work that ODEN delivered across the province was capacity building. This ensured employment service agencies had access to the most up-to-date training and resources. In 2018-2019 ODEN provided:

24

Training Events

872

Employment Service Providers Trained

Christian Horizons Employment Training, Ottawa – November 19-21, 2018



BUSINESS ENGAGEMENT

Having a diverse and inclusive workplace is key to business success. ODEN connected with more than 100 businesses of all sizes and industries to build their capacity as intentional and inclusive employers.

In 2018-2019 ODEN:

- engaged **933 business people**
- attached **67 businesses** that had **178 job opportunities** to **member agencies**
- provided **tools and resources** to **37 businesses**
- provided **22 businesses** with **training** and **consulting** services

“ODEN is a **valuable resource** of not just **applicants** to fill positions, but a resource of **information** to help us really be a **leader** and a **progressive** company when it comes to **inclusive hiring practices**.”

- Thomas Lister, Manager, Summer Staffing at CNE



ADDITIONAL HIGHLIGHTS

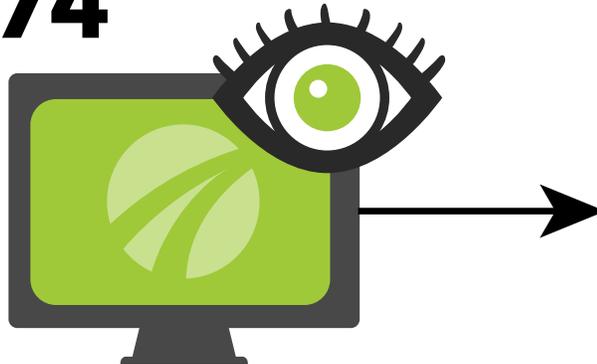
Quality Service Project

ODEN's Guiding Principles for Quality Service, finalized in 2018/19 represents a collection of the vision, mission, mandates, values and guiding principles of the **100+ member agencies we serve**. These principles were used to create a foundation for **ODEN's Quality Service Standards**. These standards were put together using the best practices of leading international examples and finalized with the support of ODEN members who formed an advisory committee. ODEN will be launching the tool in 2019/20.



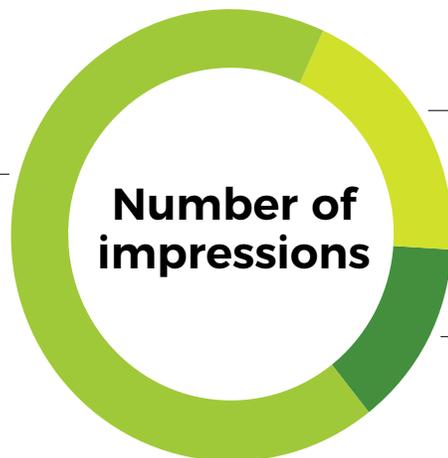
Social Media

106,974
website
views



2 min
17 sec
average
length
of stay

f
335,849



in
32,504

148,201



RDC 2018

RethinkingDisabilitiesConference

“I appreciated the diversity of speakers and their professional insight to the topics they covered.”

- 2018 Conference Attendee

Innovator of the Year Award

ODEN encourages innovation that has a positive impact on employment for people who have a disability. It is these innovations and collaborations in the employment sector that increase the pace at which we achieve our mission. Each year at the Rethinking Disabilities Conference, ODEN showcases innovations and in 2018-2019, ODEN received 4 submissions.



2018 Innovator of the Year - Interactive Virtual Reality (VR) Employment training system - Career Services Brockville & UP360



ODEN welcomed the 2019 Business Champion Inductee - Anthony Tazza. LtoR: Joe Dale, Virginia Ludy, Anthony Tazza, Andrew Bearss and Mark Wafer.

Business Champions

ODEN's Business Champions League is made up of business leaders who are committed to diversity and inclusion. Their mission is to support other businesses that are motivated to engage people who have a disability in their business.

240+
delegates
and speakers

2018-2019 Board of Directors

Chair	Rosa Amicarelli , Essex County
Vice Chair	Chris Guillemette , North Bay
Secretary	Nancy Lewis , Belleville
Treasurer	Christofer Espinoza , Belleville
Director	Johanne Strome , Picton
Director	Diana McCauley , Toronto
Director	Danette Anthony , Oshawa
Director	Brian McKenzie , Kingston
Director	Sandie Sidsworth , Belleville
Director	Amani Hitimana , Toronto

2018-2019 ODEN Staff

Chief Executive Officer Joe Dale
General Manager - Centre for Excellence Jeannette Campbell
Business Services Manager Sue Dafoe
Diversity & Inclusion Specialist Ingrid Muschta
Diversity & Inclusion Specialist Amy Widdows
Administrative Assistant Lesley Ellis



Ontario Disability Employment Network
20-850 King St. West
Oshawa, ON L1J 8N5

odenetwork.com