



## Business Advisory Council

### Invitation to apply

Project SEARCH Toronto is a school-to-work transition program for youth who have an intellectual disability. This business-led approach to a student's final year in high school combines real world work experience and life skills training.

Project SEARCH Toronto launched in September 2019 using the model started by Cincinnati Children's Hospital Medical Center. World-wide 75% of Project SEARCH students achieve paid employment after graduation.

You are invited to consider a position on the Project SEARCH Toronto Business Advisory Council (BAC). As a BAC member, your expertise will contribute to the success of the students' training and employment outcomes. You will be recognized as an industry leader who supports workforce diversity and inclusion.

Please review the criteria below to determine if you qualify to apply.

### Are you:

- Employed at a business with a location in Toronto (GTA) that is in good standing in the community?

### If YES:

- Do you represent a sector with in demand occupations?
- Do you have current diversity policies/practices in place? Are you considered a champion of diversity hiring? Or do you aspire to be a champion?
- Can you provide advice on hiring trends and future needs in your sector?
- Would your business be able to add value to the student experience?
- Does your organization have an existing relationship with one or more of the Project SEARCH Toronto partners?
- Are you a current member of a Business Association?
- Are you **well-connected and willing to network** on behalf of Project SEARCH Toronto?

If you answered yes to three or more of the criteria above, please review the attached information on commitment and benefits. We welcome your application!



## Business Advisory Council

### Description

#### GOAL:

The goal of Project SEARCH Toronto is for 100% of graduates to obtain employment. The Business Advisory Council (BAC) plays a vital role in achieving this goal.

#### FUNCTION:

The BAC advises Project SEARCH Toronto on what jobs are in demand by industry and the entry-level skills required for employment success.

The BAC broadens the horizons for Project SEARCH participants. The BAC members gain connections. They serve as ambassadors to other companies with which they have relationships as well as reaching out to businesses where they may not currently have contacts.

#### EXPECTATIONS:

As a training and employment program, Project SEARCH Toronto benefits from the guidance and expertise of the BAC. Members will get to know each cohort of students.

Members should attend at least five of six BAC meetings per year (two hours each). BAC members will ensure that they have an understanding of the Project SEARCH model. Each BAC member company will host a BAC meeting or event at their location one time per year. The BAC member will be responsible for planning and support of that meeting/event.

BAC members will help open doors for Project SEARCH Toronto participants as they are supported in their job search by Project SEARCH Toronto staff and Community Living Toronto. It is expected BAC members will:

- Provide mentoring and networking opportunities; and/or
- Offer students a co-op experience in the third rotation of the program (Apr-Jun) which will be supported by Project SEARCH Toronto staff; and/or
- Aspire to hire at least 1 Project SEARCH graduate over a 24 month period when there is an appropriate match of interests and skills.

#### COMPOSITION:

The BAC will consist of business representatives from a range of industries. Members should be managers or senior leaders of human resources, sales and/or operations who have hiring influence in a business located in the Toronto (GTA) area. Members should have connections within the community and/or be willing to meet with employers and colleagues to advocate for Project SEARCH Toronto. A diverse BAC brings diverse values to Project SEARCH Toronto.



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#### **PARTICIPATION OPPORTUNITIES:** (examples)

- Provide targeted advice regarding labor market information for co-op placement development and training, competitive skill acquisition and overall Project SEARCH Toronto program improvement.
- Promote the program and its mission in your networking circles in order to create employment opportunities for the Project SEARCH Toronto students.
- Coordinate a marketing presentation with local businesses and/or professional associations.
- Participate in a job fair with the Project SEARCH Toronto students; conduct interviews, review resumes and give feedback about job opportunities at your organization.
- Host a co-op placement for a Project SEARCH Toronto student.
- Interview and hire a Project SEARCH Toronto graduate into your business when there is a good job match!
- Promote your involvement with Project SEARCH Toronto during NDEAM – National Disability Employment Awareness month (October) within your company and the broader community.

#### **BENEFITS:**

- Advance your knowledge about diversity & inclusion
- Network with other business leaders
- Tap into new sources for your talent pipeline

**Please complete the enclosed Application Form and submit it to the Interim Chair of the Project SEARCH Toronto Business Advisory Council:**

Jennifer Gilson,  
Vice President, Business Development, Sodexo Canada  
E-mail: [Jennifer.Gilson@Sodexo.com](mailto:Jennifer.Gilson@Sodexo.com)

We will email you to confirm receipt of your application and request a phone interview. All applications will be reviewed by a committee for alignment with the factors and responsibilities set out in these application materials. Applicants who are not selected for the BAC will be invited to participate in Project SEARCH Toronto in other ways.



## Business

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#### Application

Applicant Name:

Position/Job Title:

Organization/Company Name & Address:

Industry Type/Sector:

Applicant's Phone:

Applicant's Email:

Please give a brief overview of why you are interested in joining the BAC? (250 words max)

What expertise do you have to contribute to this council? (250 words max)

What opportunities are you willing to provide to graduates? Hiring for part or full time?  
Mentorship? Networking?

What is your ideal length of commitment? (i.e. 2 years, 3 years)

Please email your application to Jennifer Gilson [Jennifer.Gilson@Sodexo.com](mailto:Jennifer.Gilson@Sodexo.com) By completing your application you confirm your understanding of the expectations outlined for BAC members.