
CITY OF KELOWNA

MEMORANDUM

Date: May 2, 2007
File No.: 0540-20
To: City Manager
From: Community Planning Manager
Subject: **10 by 10 Challenge**
Prepared by: Theresa Eichler

RECOMMENDATION:

THAT COUNCIL supports the City of Kelowna to join the Provincial 10 x 10 Challenge in order to promote the hiring of people in the community with disabilities and authorize the Mayor to register the City of Kelowna as a community that supports the 10 by 10 Challenge.

BACKGROUND:

The City received a letter from Minister Claude Richmond, Ministry of Employment and Income Assistance. The Minister's Council on Employment for Persons with Disabilities is inviting communities and industry sectors to join the 10 by 10 Challenge to increase employment for persons with disabilities in British Columbia by 10% by the year 2010 (<http://www.mhr.gov.bc.ca/epwd/10by10/>). The Minister would like a commitment from Council to get on board. The City wrote to the Minister and asked for numbers of how many people in our community are living with disabilities and asked how the Minister defines disabilities. General numbers only are available. Ten percent (10%) of population have disabilities. Forty-four percent of the labour force that has disabilities is employed.

The Advisory Committee for People with Disabilities has discussed this issue at its April meeting and also meetings prior to this in 2007. The nature of these discussions is summarized below:

Suggestions were made to contact agencies that hire people to encourage the employment of people with disabilities. Employers may be pleasantly surprised with the results and may find that they will be more stable long term employees. With the City's current labour shortage, this may be a valuable source of qualified employment candidates. The Chamber of Commerce may be able to assist. Employers could contract on a month to month basis based on performance. Employers could also have statistics on how they excel in their jobs.

The Committee agreed that they need to send positive information to promote this idea. One suggestion was to perhaps hold a Job Expo to promote the idea and invite local businesses and agencies connected to employment. A concern was raised as to whether those who are receiving disabilities assistance will be cut off if they are employed. The Chair confirmed that an employee can earn \$500.00 a month and not lose their pension.

The following motion was passed by the Committee and Council is asked to support the motion and authorize the Mayor to register the City of Kelowna as a community that supports the 10 by 10 Challenge.

MOVED by Bill Mah/SECONDED by Deborah Perry

WHEREAS the community of Kelowna currently has a labour shortage;

AND WHEREAS people in the community maybe ideally suited for these positions therefore Advisory Committee for People with Disabilities recommends that the City of Kelowna join the Provincial 10 x 10 in order to promote the hiring of people in the community with disabilities.

CARRIED

Considerations that were not applicable to this report:

INTERNAL CIRCULATION TO:

LEGAL/STATUTORY AUTHORITY:

LEGAL/STATUTORY PROCEDURAL REQUIREMENTS:

EXISTING POLICY:

FINANCIAL/BUDGETARY CONSIDERATIONS:

PERSONNEL IMPLICATIONS:

TECHNICAL REQUIREMENTS:

EXTERNAL AGENCY/PUBLIC COMMENTS:

ALTERNATE RECOMMENDATION:

Submitted by:

T Eichler, Community Planning Manager

Approved for Inclusion:



DS