

Top 5 Employment Myths

MYTH: Hiring employees with developmental disabilities increases workers compensation insurance rates.

FACT: Insurance rates are based solely on the relative hazards of the operation and the organization's accident experience, not on whether workers have disabilities.

MYTH: Employees with developmental disabilities have a higher absentee rate than employees without disabilities.

FACT: Studies show that employees with developmental disabilities are not absent any more than employees without disabilities.

MYTH: Persons with developmental disabilities are inspirational, courageous and brave for being able to overcome their disability.

FACT: Persons with developmental disabilities are simply carrying on normal activities of living when they drive to work, go grocery shopping, pay their bills or participate in leisure activities.

MYTH: Persons with disabilities need to be protected from failing.

FACT: Persons with developmental disabilities have a right to participate in the full range of human experience, including success and failure. Employers should have the same expectations of, and work requirements for, all employees.

MYTH: Persons with disabilities have problems getting to work.

FACT: Persons with developmental disabilities are capable of supplying their own transportation by choosing to walk, use a car pool, drive, take public transportation or a cab. Their modes of transportation to work are as varied as those of other employees.

Values

Empowerment,
Teamwork,
Professionalism,
Accountability
and Respect

Testimonials

I have been privileged to be a part of the Mount Royal TVP program for over four years in the role of an employer and I highly endorse the program. The level of care that the staff of Mount Royal put into ensuring that every student finds a job that is a perfect match for both them and the employer is exceptional.

Aaron Haynes
General Manager, Moxies

TVP is truly a special program that we at Grey Eagle Resort and Casino have seen tremendous success with. The continued support and accountability that is offered has led to a one-of-a-kind working relationship that we have grown to trust and respect deeply. We will continue to build our partnership in the future.

Bill Alexander
Executive Chef, Grey Eagle Resort & Casino

For the past two years, Castle Toys has had a wonderful experience with Mount Royal University's students and staff. The students are fantastic to work with and have developed skills needed for employment. Thank you!

Nicholas Mason
Owner, Castle Toys



Employment Preparation Certificate

How your organization can get involved



Connect with Us

403.440.6872 | tvpm@mtroyal.ca | mru.ca/tvp

Opportunities

Since 1980, our program has been preparing adults for self-supporting, competitive employment. This program at Mount Royal University enhances students' employability skills through a combination of classroom and work experience. We seek partnership with your organization to develop on-the-job training for our students. With your cooperation, guidance and training, our students can make a positive contribution to your business, becoming valued employees.

Our Students

Our students are adults with mild disabilities typically just having finished high school.

Our Goal

Our goal is to assist students in making a positive transition into entry-level competitive employment.

Eager for Independence

Students spend more than 350 hours in the classroom from September to April, completing a core curriculum designed to enhance their knowledge. The curriculum emphasizes employability skills, based on the essential skills framework identified by the Government of Canada.

Specifically, students learn communication skills, critical thinking skills, positive work attitudes and behaviours, and adaptability. Additional courses include functional academics, personal management, teamwork, job safety skills and first aid.

Work practicums allow these students to transfer the skills they learn in the classroom to the workplace and to develop job-specific skills.

Contact Us

Please contact us to discuss how we can work together to meet your needs as an employer, as well as our student's needs as a valued employee.

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Our record speaks for itself.
The majority of Employment
Preparation Certificate Students
become employees.

Work Practicum

Interview

You will interview the student and if satisfied, you, the student and the Employment Specialist will sign a work practicum agreement. Hours of employment, salary, and duties to be performed will be discussed as well. The Employment Specialist will be available to help with training and provide job support.

Orientation

Company employees need to be aware of your organization's partnership with the program. If you feel that it would be beneficial, arrangements can be made for an Employment Preparation Certificate Program Employment Specialist to speak to your staff. Employees should be encouraged to have the same expectations of the student as any entry-level employee.

Visits

The Employment Specialist will be available for training and to discuss any concerns and answer any questions that you or the student may have.

Student Evaluations

The employer, the student and the Employment Specialist complete student evaluations on a regular basis.

Services Provided

- Work-site analysis and job development
- Selective screening of candidates
- Company orientation to the program
- On-the-job training
- Ongoing professional support and evaluation

Return on Your Investment

Employer time and training translate into the development of conscientious workers that contribute to the success of the organization. The partnership fashioned between employers and Mount Royal's Employment Preparation Certificate Program enhances a company's operational effectiveness. Students are prepared to become an integral part of any workplace.