

WE'RE HIRING

Labour Market Facilitator

Location: Fredericton, Saint John, Moncton | **Status:** Full-time | **Salary:** \$53-58K

Reporting to the Director of Inclusive Employment, the **Labour Market Facilitator** (LMF) is responsible and accountable for the successful planning and delivery of the Ready, Willing, and Able (RWA) Initiative. Funded by the Government of Canada, the RWA builds employer capacity and demand to hire people with developmental disabilities, links employers with employment agencies, partners with schools, post-secondary institutions and the business community, and develops education and public awareness tools. It is a national initiative of Inclusion Canada and the Canadian Autism Spectrum Disorders Alliance, which oversees all RWA activities. If you are passionate about inclusive hiring and employment equity, this is the ideal opportunity for you.

Key Responsibilities and Impact

As a Labour Market Facilitator, you will be the bridge between employers and talent, creating real employment pathways for people with an intellectual disability or on the autism spectrum.

- **Build Agency Partnerships:** Develop a partnership with community employment agencies in order to adequately meet hiring demand.
- **Ensure Equitable Access:** Expand partnerships with community employment agencies to ensure equitable access to hiring demands by both persons with an intellectual disability and persons on the autism spectrum.
- **Engage Businesses:** Conduct outreach and follow-up to businesses across various sectors and industries to promote the value of inclusive hiring.
- **Create Hiring Opportunities:** Implement strategies to create recruitment and hiring opportunities for people with an intellectual disability or on the autism spectrum.
- **Educate Employers:** Provide current and accurate information to employers and business groups on the value of hiring a diverse and inclusive workforce.
- **Support Job-Seekers:** In collaboration with employment agencies, provide consultation support to jobseekers with an intellectual disability or autism by connecting them to relevant employment supports and services in their community, with the ultimate aim of obtaining meaningful employment.
- **Promote the Initiative:** Participate in national RWA communications and marketing campaign activities, as required, including the use of social media, LinkedIn, etc.
- **Liaise with the National Team:** Maintain working relationships with the RWA National Team.

Qualifications and Skills

- **Education:** Post-secondary education in a related field such as Human Resources, Social Services, Disability Studies, Education, Business or equivalent experience (lived experience).
- **Experience:** Experience in employment equity, diversity, and inclusion, or in a related field.
- **Knowledge of Barriers:** Knowledge of the issues and barriers faced by people with an intellectual disability or on the autism spectrum in accessing the labour market is a must.
- **Labour Market Knowledge:** Strong knowledge of local labour market issues and trends.
- **Community Knowledge:** Strong knowledge of the various local community-based employment organizations and programs.
- **Skills:** Excellent presentation, facilitation, and public speaking skills.
- **Technical Knowledge:** Proficiency in MS Office applications and client relationship management software; aptitude for learning new online systems and tools.
- **Language:** Bilingualism (French & English) is considered an asset.
- **Value Alignment:** Commitment to full inclusion for people with an intellectual disability or on the autism spectrum, including the right to employment and economic participation in the community.
- **Travel:** The ability to travel and provide own transportation.

Why join Inclusion NB?

We are a progressive, team-oriented organization that deeply values our staff and promotes true work-life balance. We walk the talk when it comes to inclusion; that includes you.

- Flex schedules (including the option for hybrid work)
- Work-life balance commitment
- Paid sick time
- Paid vacation
- 4-day summer work weeks (July-August annually)
- Mental health days
- Professional development opportunities
- Paid lunch breaks
- Group insurance benefits

How to apply:

If you are ready to use your facilitation and advocacy skills to drive inclusion, please email your resume to: hr@inclusionnb.ca

If a reasonable accommodation is needed to participate in the job application or interview process and/or to perform essential job functions, please contact Khouloud El Moutchou at 506-503-0071.

We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.