

Ability Axis Employment Expo

Feedback Survey Results - 2013

Summary comments and feedback from participants who variously attended the Expo as Exhibitors, Breakfast attendees, Exhibit viewers, and workshop Participants.

Rob McInnes, Partner, Diversity World
11/30/2013



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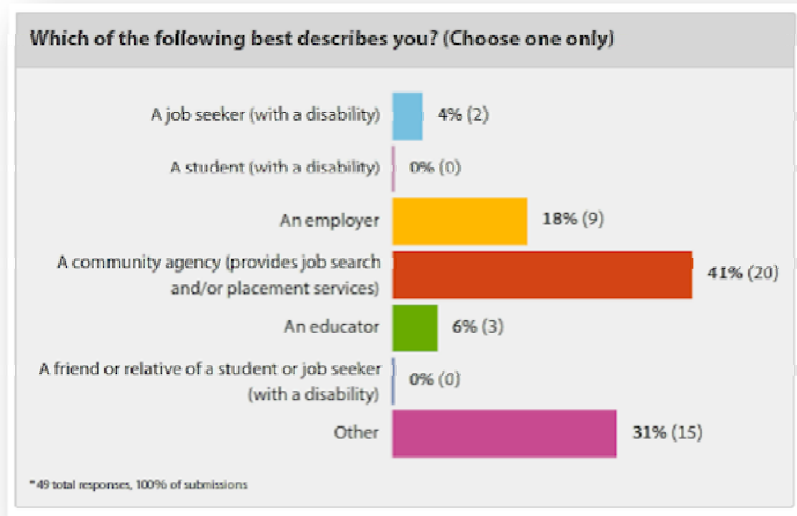
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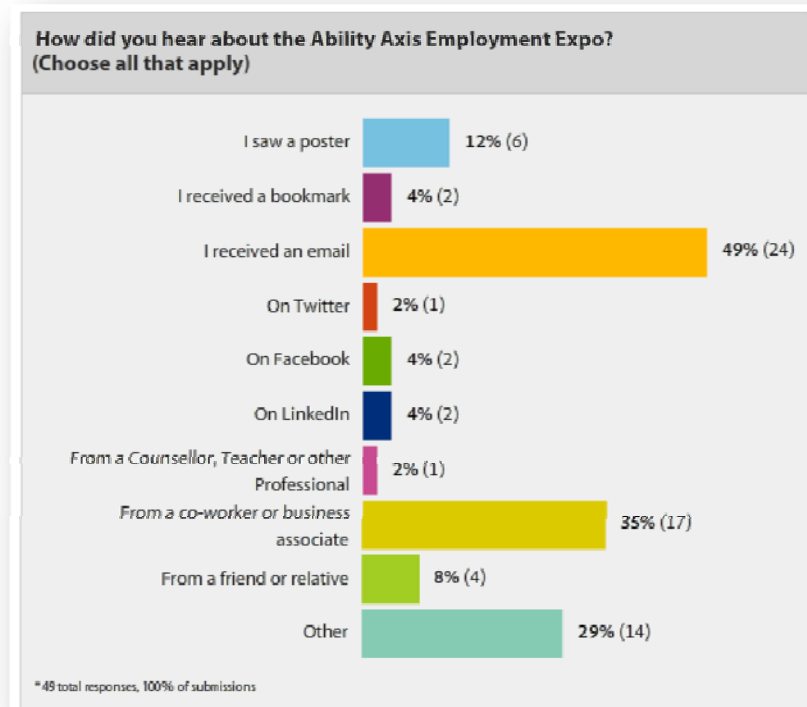
OVERVIEW

Feedback on the 2013 Expo was collected by means of an online post-event survey. It was available on our website immediately after the Expo. Feedback was requested within two weeks of the Expo's conclusion. A prize draw (from the names of folks who completed the survey) was announced. Folks were alerted to the survey through a note in the Expo Program booklet, announcements posted to our Facebook, Twitter and e-Newsletter networks, and through email invitations to all Exhibitors and attendees at the Best Practices Breakfast.



We received 49 completed feedback surveys. Most of the feedback came from Respondents representing Community Agencies.

Most of the Respondents had originally learned about the Expo through email contact (49%) or from a co-worker or business associate (35%). (Only 8% learned about the Expo through social media.)



THE BEST PRACTICES BREAKFAST...



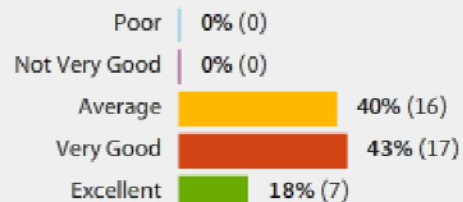
82% of the Respondents attended the Breakfast.

NETWORKING VALUE OF THE BREAKFAST

Comments:

- It was good that Deb (Dagit) gave us an opportunity to collaborate a bit when coming up with answers for her question.
- My table was not as full as expected. That said, it provided a better opportunity for networking with the group we were with!
- A good way to network with people - saw a few people I hadn't seen for a long time. See a lot of people who provide employment services.
- I ended up sitting at a table alongside HR managers from a major city employer. It was a great opportunity to introduce myself and what my agency does, and to have a meaningful discussion about the challenges facing persons with disabilities in obtaining employment and promoting the idea that everyone benefits when they are given tangible opportunities. I hope it was beneficial both ways.
- My staff and I really enjoy the opportunity to network at the Breakfast.
- I look at the breakfast as more of a professional development event and opportunity, by our presence, to let others know about our commitment to disability employment issues.
- Sat at a table that had people from Cargill and was able to do some networking!

How valuable was the Best Practices Breakfast to you, as a networking opportunity?



* 40 total responses, 82% of submissions

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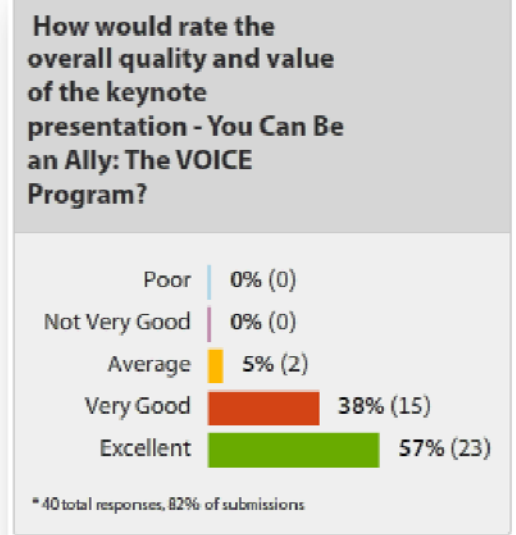
- It was probably more of an educational opportunity than a networking opportunity for me because I was sitting with people I know. And it was an excellent opportunity for me to learn from Deb (Dagit) ... wonderful!
- I enjoyed meeting new people and making connections.
- It is a great opportunity to reconnect with people and meet new contacts.
- I found the Best Practice meal very valuable, but did not have opportunity to network during/before the breakfast.
- Thank you for all the hard work that represents the success of the Expo!
- Linked with community partners and Human Resources from other departments.

BREAKFAST KEYNOTE: "YOU CAN BE AN ALLY"

- with Deb Dagit

Comments:

- We got the ally pins for the rest of our staff!
- This was a great keynote! The mix between facts, and stories made the presentation real, heartfelt and motivating.
- I thought the speaker was exceptional - interesting, personable, the focus on high expectations was excellent.
- As for being an Ally - I hope I am one already. However, I'm not sure about the Ally program - as the idea of being an Ally is already embedded at (my workplace) in relation to the LGBTTT community. Many people have taken the training and have stickers on their doors, etc. I think it may seem a bit like copying - and may seem like the disability community got the idea a bit behind the times.



- It is a new concept - this thing about being an Ally. Getting the pin was a nice touch. A new way of thinking about how you work on behalf of people with disabilities.
- I, too, loved and have since used the quote by Deborah Dagit "an epidemic of low expectations" at a presentation to MEEPA.
- Deb Dagit was very good. We really enjoyed her presentation. She gave us some new insight on working with people with disabilities.
- An engaging speaker with a simple yet brilliant idea of leveraging the concept of allies for people with disabilities.
- AWESOME... super wonderful!!!!.. deeply moving!!!
- Found it to be extremely informative and inspirational
- I learned, and had an opportunity to be an ally to two job seekers!

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THE EXHIBITION HALL...



55% of the Survey Respondents were Exhibitors. Of those:

- 33% were Employers
- 48% were Community Agencies
- 19% were "Other"

EMPLOYER EXHIBITORS

EXPECTATIONS

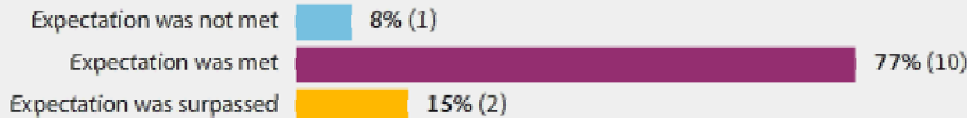
Stated expectations:

- The opportunity to outreach.
- Providing information to attendees about career opportunities at the City of Winnipeg.
- This was a wonderful opportunity to meet job seekers and people from other agencies to caught up with them and trade information about what opportunities and program exist.
- Networking and being able to share the RBC story and tools for seeking employment with RBC. Meeting with people in our community to learn more about their skills and what kind of employment they are looking for.
- Bring awareness that we are trying to expand diversity and for people to feel encouraged to apply.
- Increase visibility and awareness of available programs and services
- To encourage the inclusion of people with disabilities as well as explore opportunity for recruitment.
- Networking with potential applicants.
- Building networks and connections in addition to educating people about the possibilities available in the contact centre industry.
- To increase exposure to opportunities within our organization, and connect with job seekers.
- Meeting job seekers.

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How well was that expectation met?



* 13 total responses, 27% of submissions

Additional comments on Expectations:

- Since I have attended in years past, I know what to expect and how wonderful the Expo is... were it not for my past positive experience I am sure the day would have surpassed my expectations.
- The size of expo was a lot smaller than last year.

OUTCOMES

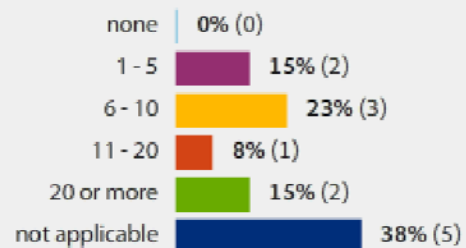
Approximate number of booth visitors reported:

- 85% reported less than 300
- 15% reported more than 300

Comments on possible job candidates

- This is really hard to say, it really depends on so many factors.
- It would not be possible to make this call without further screening, however, any candidates who may qualify are more likely to be considered as those with potential rather than those with the retail sales experience we normally look for when hiring into entry level roles.
- There were a lot of organizations that came on behalf of their clients, and some that their clients are already working for us.
- We do not recruit, but met with a number of persons that would be well-suited to working in the industry.

Please estimate how many job seekers you met that were at least possible candidates for positions with your company?



* 13 total responses, 27% of submissions

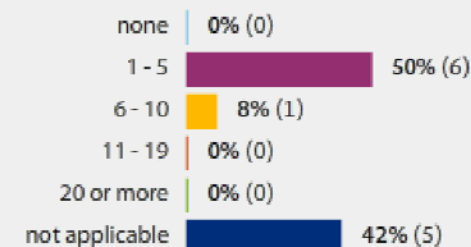
Comments on likely hires:

- Interested candidates have been encouraged to apply through our Pursue your Potential program for further screening.
- Applicants not tracked by location of submitted resume

83% of Employer Exhibitors reported that having an Exhibit Booth was valuable from a Networking standpoint:

- I was able to connect or reconnect with organizations that work with or support employment for persons with disabilities.

Please estimate how many of these folks have been or are likely to be hired by your company?



* 12 total responses, 24% of submissions

RETURN ON INVESTMENT

83% of Employer Exhibitors considered the Expo to have been a good investment. Comments on the return on investment value:

- I think this is one of the few opportunities when the Province of Manitoba can be seen as making efforts to be inclusive toward people who have disabilities and are looking to be employed.
- This is a one of a kind event in Manitoba. I can only hope it continues and gets bigger and better each year!

ROOM FOR IMPROVMENT

How could the Expo be improved to meet your objectives and expectations?

- It was great.
- I think there need to be more opportunities for employers to hear about best practices and the positive experience related to hiring a person who has a disability.
- Last minute at the Expo we were asked to give a testimonial on behalf of our company, and that caught us of guard. When it comes to testimonials, we have to make sure we are representing our company appropriately and have something approved by corporate affairs. So, for next time, I would ask to have that request prior to the Expo.
- More exhibitors, particularly employers and post secondary educators.
- As said earlier, I think you guys are doing great at the moment and would like to increase our commitment next year.
- Integrate information session presentations for exhibitors.

ADDITIONAL COMMENTS

- Great work - we'll be attending in 2015. We have our own Career Symposium in 2014 and all of our resources are channeled there.

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- I think your organization, as one that 'stands outside' of the employment area, can do a great deal in helping the stakeholders to understand the others' point of view.

A WORD TO THE WISE...

What would you say to companies who are thinking of exhibiting at the Expo for the first time?

"Attend Ability Axis if you want to meet individuals with many experiences/education and skills needed in your workforce."

"I believe that if you are not attending the Expo, a tremendous opportunity is being overlooked. This venue provides that chance to talk and meet possible future workers in a relaxed atmosphere. People more often open up to you regarding their career aspirations and skills versus in a formal interview scenario."

"Another fantastic year! Once again the calibre of attendees was phenomenal. We look forward to continued participation!"

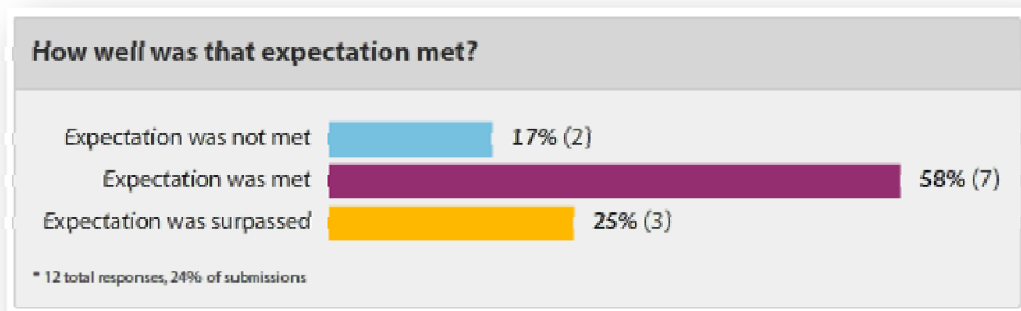


COMMUNITY AGENCY EXHIBITORS

EXPECTATIONS

Stated expectations:

- New clients.
- Networking with other agencies and having people learn more about our services.
- Meeting new job seekers who would like to engage our services.
- Getting the opportunity to meet with potential students for our summer programs and Project Search.
- Contact with Employers.
- To network with employers
- For individuals looking for work - that individuals would come to the REES booth to ask question, learn about REES and our services, and hopefully receive some new clientele. The education piece for people is key - that we are there to assist if needed.
- Having the opportunity to meet students and their teachers visiting from various high schools as well as members of the community.
- The opportunity to network with potential clients and their support networks.
- Connecting with employers.
- Seeing all the different employers in order to help my organization better its resources and provide information about employers to my clients.



Approximate number of booth visitors reported:

- 75% reported less than 300
- 25% reported more than 300

Did your organization's clients attend the Expo & find it valuable?

- Our clients found that the Expo was a great opportunity for them to connect with employers.
- Yes. Many of our participants attended the workshops, and found them useful and engaging. (e.g. 7 Essential Skills for Job Seekers).
- This was absolutely valuable! The workshops, breakfast and trade show all provided different opportunities for people to learn, network, and connect with a variety of people who can be 'allies' in their job searching efforts.

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- Yes...they realized that they are not the only persons experiencing job search "BRICK WALL" -like barriers.
- Many questions regarding services, different projects and what they offer, and the one-on-one employment counselling seemed to be a subject of interest for many.
- We did have clients, and some staff, attend the Expo. The primary reason for their attendance was to network and seek out employment opportunities. From a job search perspective, they felt the opportunities were limited, as the Exhibitors were primarily government and large corporations.
- I spoke to a few that attended and think it was valuable. We are thinking of working with a group to prep them for the fair in regards to having a list of questions for potential employers.
- Expected more employers.

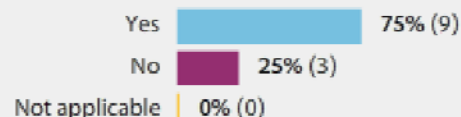
What changes can we make to better meet the needs and expectations of your clients at the next Expo?

- Have more potential employers as exhibitors.
- I think some may have expected more employers to be at the fair.
- For persons with intellectual disabilities the workshops are sometimes to "wordy", not leaving processing time. On top of having interpreters available, more visual aids could help with quicker interpretation of the materials.
- Ask employers if they would take names and resumes from attendees...Not everyone has a computer or the skills to do an online application.
- Have large employer offer site tours and orientations, at a later date, but the sign up is exclusive, only for attendees of the conference.
- Having more employer booths would be a benefit.
- The feedback I received is that there is not enough employer representation - they would like to see more employers participate, and more variety in the employers hosting exhibits.
- I had a number of people state they needed guides - and directed them to call your site. Hoping they were able to have guides to assist with navigation. Can that volunteer service be highlighted next year as a service - and if you need, have people call ahead to ensure volunteers are in sufficient numbers.
- Add more employers of different categories.
Don't have employers like XXXXX who start off by saying that it is impossible to get in with them but they like diversity and inclusion.

Comments on connecting with Employers:

- Placement connections weren't necessarily made in the same context for me, but positive connections were made. Connections were made to help with additional training and learning for job seekers as well as training opportunities for staff.
- Too many exclusive partnerships between companies and large agencies... and no PAYING jobs in companies FOR PERSONS WITH COGNITIVE challenges, only for persons with physical challenges.

As an Exhibitor, did you make a connection with one or more employers that might be promising companies for you to make future placements?



* 12 total responses, 24% of submissions

- There were some employers there that we have had prior connections but few new prospects.
- There was RBC and MB Lotteries who actually were willing to advocate for getting persons with disabilities into their workforce.

RETURN ON INVESTMENT

82% of Community Agencies who exhibited considered the Expo to have been a good investment.

Comments on the return on investment value:

- It primarily lends itself to clients asking us to provide services. We are generally full of clients from our usual referral sources and are not really seeking out new clients, rather new employers willing to hire our clients and that is not something we really saw in the crowd.
- We definitely consider the time and money to be an investment into REES as we want to assist as many people we can that live with a physical disability and/or health condition to find work.
- Due to conflict with event at agency probably not purchasing booth next year- but will attend fair and perhaps breakfast.



ROOM FOR IMPROVEMENT

How could the Expo be improved to meet your objectives and expectations?

- More employer representation, especially from the private sector.
- Finding a way to draw in employers both as exhibitors and as visitors
- Increase variety of employers participating in Exhibition, build in additional networking time during Breakfast, or during a lunch session for Exhibitors.
- Employer, employers, employers. Can some of them be highlighted each year?

A WORD TO THE WISE...

What would you say to community agencies who are thinking of exhibiting at the Expo for the first time?

"The Expo provides a wonderful opportunity for companies, both big and small, to touch base with each other and compare diversity strategies and initiatives."

OTHER EXHIBITORS

EXPECTATIONS

Stated expectations:

- Promote my business, sell product and help others see they can do the same,
- Encourage people to attend UW and access Accessibility Services offered on campus.

Additional Comments on Expectations:

- As the focus is an 'job fair', individuals were interested in if we had jobs available- that is not our role at the university.
- The fee for the entrepreneur with disabilities was too high for me since my product price is small... it was not a good return on my investment and not sure if it helped others get inspired to start their own business.

OUTCOMES

Comments on the value of Exhibiting as a Networking tool:

- It was employer focused and we are an educational institution and our department focuses on student accommodations, not on jobs.

RETURN ON INVESTMENT

- It was a wonderful Expo and serves a great need but as an educational institution representing students with disabilities it just was not a good fit for us. Individuals left the booth 'sad' as we had no information about jobs. (That is not our role at UW)
- The fee for the entrepreneur with disabilities was too high for me since my product price is small... it was not a good return on my investment and not sure if it helped others get inspired to start their own business.

ROOM FOR IMPROVMENT

- Vendor fee for entrepreneurs with disabilities reduced by 50% minimal

EXHIBIT HALL ATTENDEES

84 % of the respondents visited the Exhibit Hall.

- 26% picked up information or spoke to someone at 10 or more exhibit booths.
- 74% picked up information or spoke to someone at less than 10 exhibit booths.

EXPECTATIONS

Stated Expectations

- To make up a resume
- Information
- Employers could give me a list of their available positions or what positions they commonly are trying to fill.
- To find out information, network with employers and other agencies.
- That they would be informative.
- To network with other employers and disability service providers.
- Seeing a room full of excited people learning from each other.
- To learn how the community supports the employment of persons with disabilities.
- To look around and see who was there - not a job seeker, just went to see who was exhibiting. It was great that a volunteer helped me get around the exhibit. She explained what was in the Exhibits.
- Making contacts.
- Networking was my main focus.
- To network with resources our organization could utilize.
- To find employers actively looking to hire people with disabilities.
- To hear about what other organizations are doing to facilitate hiring people with disabilities.
- To learn more about the employers present and other community agencies and their programs.
- Not necessarily an expectation, but it would be great to get more employers on Board. Agencies, like ours, need to help with this by getting the word out.
- Networking with other employers.
- A variety of employer booths.
- I didn't really have any expectations.
- Diversity of booths.
- Seeking information about their specific services.
- Information
- For our students to get different ideas of the career options available to them.
- To check out other organizations, and connect with service providers.
- To see who was hiring and what they hired for.
- Had none.
- For my students (who are job seekers) to ask questions and make connections with the employers.
- For the students to have an opportunity to practice networking. (practice introducing themselves and asking questions about a company).
- dialogue with potential employers re job openings and Just to look around
- Access for attendees to conversation.
- To learn about the services provided by the organizations.
- See the organizations which are involved and what do they offer.

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- To hear about the opportunities available at the exhibitors' workplaces.
- To meet some other support agencies as well as some employers that are also extended to the Brandon community as well.
- Representation by agencies and large employers.
- Information and networking.
- To see a lot of employers partaking in the disability employment awareness month.
- To see opportunities for employment

OUTCOMES

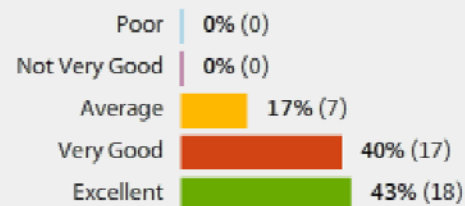
General Comments on the Exhibit Hall experience

- Lots of the booths just had a website which they told me to visit. However, a few were very helpful and provided a lot of insight into what kinds of positions they were trying to fill and how they work with PWD.
- It is always a pleasure to see the joy in everyone's faces on Ability Axis Day!
- Need a broader base of employers who actually hire, not just make work experiences.
- I ended up connecting with more folks than I anticipated.
- It still seems that most of the employers are there for public relations rather than to actively seek good candidates for jobs.
- This is not a criticism. I simply was unable to visit all the exhibitors because I was too busy at my own.

Comments on the friendliness, helpfulness of Exhibitors

- The people doing the training were very polite
- Everyone who I spoke with had the information I was seeking, and I found this to be a good way to network.
- All exhibitors were excited to be a part of the day, and took time to discuss their business with all people at their booth.
- Everyone was fantastic!
- A few did not attempt to converse unless I did first, but that is out of your control.
- At one company's booth the two gentlemen were unable to answer any of the students' questions. They said that the people that could answer the questions were away at the time.
- SCE lifeworks, Bison Trucking and Reaching E-quality were very helpful concerning one job seeker...to be so inclusive and able to assist was a heartwarming experience...thank you all...
- I really enjoyed meeting the young woman who did the paper products.. and purchasing some beautiful products!
- Would be nice to have more employers attend.
- Some booths just had general information which was all available online. While this is helpful, I felt like some of the workers did not have much to say to the students.

In general, how friendly, welcoming and helpful were the Exhibitors that you encountered?



* 42 total responses, 86% of submissions

- There seemed to be less booths than previous times.
- Noticed that different employers and was hoping for more, what happened to previous ones such as home depot and credit unions?
- A tremendous wealth of employers and services
- Booths a little wider and deeper, just another foot or two. Get people out of the traffic path. Some found it hard to move, especially with mobility issues.
- Some booths were run excellently and others we visited did not seem very engaged or knowledgeable.
- There were more organizations who supported persons with disabilities rather than employers who were looking to open the doors to include more diversity in the workforce.

ROOM FOR IMPROVEMENT

Recommendations to improve the Exhibit Hall:

- It was excellent!
- Every year it gets better, but it would always be nice to see even more employer exhibits.
- Include more employers from the Private sector. (I know this can be difficult).
- I would try to have the exhibitors in the main speaking areas (especially the keynote area)
- As an employer it would be good to have connections to accessibility tools - to view for example a modified work station.
- Clarifying to job seekers the expectations for the trade show. Some job seekers I work with expressed confusion whether they were supposed to be looking for jobs, or learning about industries.
- Sometimes people couldn't get to the table because of the numbers of people - not sure what to do about that.
- Make an open loop display lay out as opposed to rows. Some booths got lost
- I actually liked the way it was set up this year.
- Comparing this year with last year, the size of exhibitors decreased and instead of expanding the space to show all exhibitors the space was reduced.
- If there is room for all exhibitors to be there exposed when people get into hall then that should be taken advantage of.
- I do not think the Exhibit Hall needs any changes.
- Try and find a way to bring in more medium size businesses that have a track record of hiring people with disabilities.
- I would love to see the hall bursting with more employers and educators, for example, Great West Life, Winnipeg Regional Health Authority, reps from Aerospace and manufacturing, Red River College, UCN, U of M. Like the Rotary Career Fair with a target of people with disabilities.
- More employer exhibitors - other than this I thought it was good.
- I think it's great at the moment
- It would have been nice if the Exhibits had been open a little longer, following the last workshop so that we would have had more time!
- Possibly a private area where interviews can take place.
- We had agreed that there would be two English-ASL interpreters available for us, however we were disappointing to find there was only 1. It made it difficult for our group to participate and were not able to see as many booths as we had hoped.

- Perhaps add in sessions for job seekers to attend, where organizations are presenting about their organizations and opportunities.
- More employers that are hiring.
- There were a lot of booths from government agencies and access programs (which are wonderful and provided excellent information). I feel job seekers could benefit more if there were more booths from businesses who are seeking employees.
- I'm not sure how to get more employers involved, but if you could that would be great.
- More employers.
- More exhibitors and perhaps volunteer ally escorts for the job seekers
- Perhaps re-align the rows of booths from back to the front instead of side to side. Looked small when you first entered the hall.
- You will need to have a place to store some the personal items, such as coats, bags...



- I have not been to the previous Ability Axis exhibitions. However my personal preference in relation to the last one I attended is a rectangular setup where all exhibitors are situated along the walls of the room facing inside. Some might still be in the center. That way it is easy to keep the course going from one to another consequently.
- The best booths I visited invited you into their space (table was at the back and there was space to walk into their area) and made me feel welcome. Perhaps this type of set-up could be suggested to future exhibitors.
- Introduce different employers with a commitment to diversity - I think people come to expect crown corporations, government, and banks to be there - and I wonder who else has an active and significant role - perhaps you can draw from the list of employers acknowledged at the employer recognition event.
- Adding more employers for better opportunities.

ADDITIONAL COMMENTS

Additional comments and feedback about the Exhibit Hall experience:

- Liked all the exhibits. Would have liked to see more representation from employers.
- I loved Milli's booth! Would like to see more entrepreneurs with disabilities represented. Such a great role model.
- It would be great to see even more employers represented at the Expo.
- It would be great to see more exhibitors and in particular, employers but it would be phenomenal, if the Expo could be expanded to a couple of days.
- You guys are doing great and I would like to be around next year and increase Cargill's commitment as well.
- Loved it!
- It was great to have a career fair specifically designed for peoples with disabilities as many of the booths were able to speak to the needs of individuals who are Deaf.
- Excellent job. Keep up the good work.
- Thanking all for including me..
- Job Seekers should be prepared with a resume and or letter from employment coach, agency, support worker etc.
- Not the exhibits, the promotions. If I did not have Debbie in our house, I would not have known about this event. Use other media. While it may not hit your target audience directly, people hearing may have probable attendees or companies willing to participate.
- Overall I have a good feedback. I enjoyed talking to the Exhibits representatives.
- That is a fantastic work you are doing, guys. Hats off. God bless you!

A WORD TO THE WISE...

What would you say to someone thinking about attending for the first time?

"I will be coming again."

"A great event for persons with disabilities and employers alike!"

"Individuals have many abilities - be open as an employer to look beyond what you may see as a barrier. Be proactive and make a commitment of hiring more individuals with disabilities in your workforce.

"The Ability Axis Employment Expo is the one event in Winnipeg that I look forward to all year. It is the one event that brings everyone together in the most natural and positive way possible. Seeing the joy on employers' faces when telling stories of their diverse teams, and the expectation of this happening to job seekers in their futures is the best way to revitalize and feel rejuvenated for the year to come!"

"It is a valuable networking opportunity for everybody, particularly for job seekers as they could meet potential employers. I saw people from Banks there who were really looking for people."

"I anticipated that the Expo would be a good opportunity to connect with employers as potential partners as well as network with other agencies. I'm really glad I went because of the meaningful connections I made on behalf of my agency!"

"The opportunity to network with not only my peers, but with potential resources for our clients is priceless at the Ability Axis Expo."

"The ability axis is an event where people with disabilities and employers can meet on neutral ground where job seekers can do their networking, ask those wondering questions, and people feel that their opinions are valued. It's a comfortable atmosphere where people feel respected and look forward to attending each year.

"The Ability Axis Expo is a great way for Employers to learn more about how to incorporate and execute diversity and inclusiveness into their workplaces. It is also a great place for employers to learn about the value added to their organizations."

"It is heartwarming that an organization like yours is committed to the inclusion of persons with disabilities in our society. I would just like to say thank you for your commitment."

"The Ability Axis Expo is an excellent way to network and learn from inspirational speakers!"

"I had a fabulous time at my first ever Ability Axis Employment Expo. The speakers were outstanding and the exhibition hall was spectacular. I felt deeply moved to be a part of this day! I learned a tremendous amount about being an ally to myself and others! I think this experience will influence my behaviour and attitudes about how important it is to focus on strengths! A really wonderful day!"

"The Ability Axis Expo is a wonderful opportunity to connect with job seekers with a disability. The friendly, open atmosphere embraces the community spirit of Manitobans. The Ability Axis Employment Expo is a fun way to network with various employers and organizations while meeting some amazing people who are actively looking for a job/career."

"I find the Ability Axis Expo to be both informative and inspirational. It provides a tremendous opportunity to connect with others striving to promote a diverse and inclusive workforce."

"This is a not to be missed opportunity for career seekers - attend and meet your future workplace!"

"I believe it is a great opportunity to network and hear about best practices"

"Ability Axis is an eye opener for employers and employees. It brings us closer to the subject which is often avoided because of our ignorance. I understood that a disability can actually be a great ability. Going forward our society has to understand how to engage and include people with disabilities into the world of work, leisure, consumption and our society in general."

"A great opportunity to network and see what's out there."

"I really liked the break out area in the exhibition hall so that people could take a break and discuss what they have learned prior to checking out more exhibits."

THE WORKSHOPS...



49% of Survey Respondents attended one or more workshop.

THE ART OF DISCLOSING DISABILITY – with Kimberley Halwas and Denise Bissonnette

10 of the Respondents attended this workshop.

Comments:

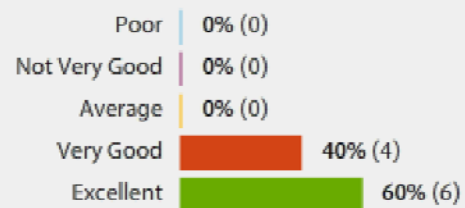
“Such a great workshop to learn and teach job seekers about disclosing disabilities. It was also great to see Kimberley as a host as well!”

“This was a very helpful workshop for me!! It reminded me the importance of what to focus on and how to say things!!! Really great new information. I felt I came away from this with a new understanding of this 'art'.. an important point was made about this alone!! Thank you to speakers!!! The only downfall of this workshop was that it ran late and I wasn't able to stay. Both Denise & Kimberley were wonderful speakers and I felt the workshop was a great experience.”

“It was a very interesting and well presented workshop. Unfortunately, it ran later than the projected hour so we had to leave.”

“The presenters were engaging and offered a great perspective.”

How would you rate the overall quality and value of the "The Art of Disclosing Disability" workshop?



* 10 total responses, 20% of submissions

INCLUDING PEOPLE WITH DISABILITIES IN YOUR DIVERSITY EFFORTS

– with **Deb Dagit**

6 of the Respondents attended this workshop.

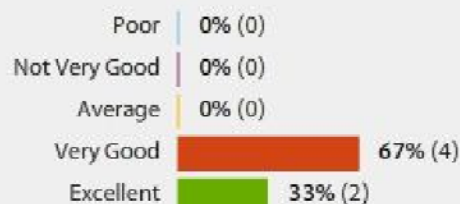
Comments:

“The presentation felt rushed. I understand that parts of the presentation were already discussed during breakfast but it was rushed at the workshop.”

“Deb's experience is vast and she had a lot of great info to share that I could take back to the office use.”

“The speaker was very knowledgeable but seemed to rush through a presentation that was designed to be longer. It would have been better, I think, if she would have trimmed it before presenting, rather than glossing over some things. That being said, she did offer to have the presentations available for review from Ability Axis after the workshops. Also, the space was so large it made attendance seem poor.”

How would you rate the overall quality of the "Including People With Disabilities" workshop?



* 6 total responses, 12% of submissions

SEVEN ESSENTIALS FOR A SUCCESSFUL JOB SEARCH

– with **Denise Bissonnette & Kimberley Halwas**

11 of the Respondents attended this workshop.

Comments:

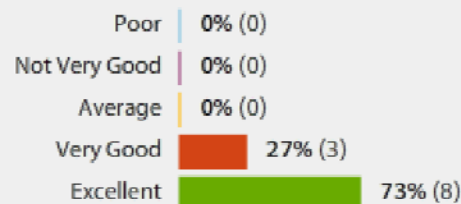
“Loved this workshop! It was very inspiring to see, and our job seekers left with some tools that they can use for their job search.”

“I have seen this a few times, always refreshing to re-hear Denise's stories and relate them to the work we do.”

“It was a different way of approaching the job search, particularly where you go to an employer with a job proposal. Most people don't work that way. A novel approach - the most valuable thing I got out of that - a unique way of doing a job search.”

“This was an excellent workshop. As a person who has a disability, I think that it is very

How would you rate the overall quality of the "Seven Essentials for a Successful Job Search" workshop?



* 11 total responses, 22% of submissions

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important to recognize that there are times when the employer does not need to "know all" when it is related to disability. Sometimes keeping the stats means the employer thinks they should have the details. Sometimes if they feel they don't know what they should, they feel as though they have the right to make assumptions. We know where that sometimes leaves people..."

"It was a fantastic workshop with lots of energy and good ideas to help inspire a more purposeful job search."

"This was a really wonderful presentation! Just loved it!"

"Appreciate time was limited but felt they should have also spoken to social media's role in job search and left time for questions at the end."

"It was absolutely fantastic, very motivational. Unfortunately, I only got to see the last part and when the workshop finished there was no spare sets of the handouts to take home."

SELF EMPLOYMENT: TIPS & TOOLS TO SUPPORT JOB SEEKERS

– with Susan Bater, Lindsay Dandeneau & Others

6 of the Respondents attended this workshop.

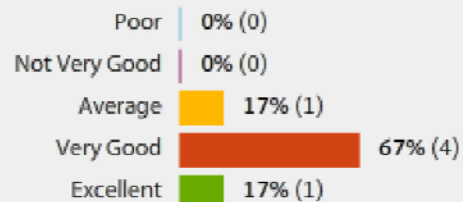
Comments:

"Anytime a workshop is "hands on" it is a success. This one was done very well."

"Fun."

"It was a good exercise, very practical. However I was expecting more tips on how actually to start it off. It wasn't possible in the format which was chosen on that occasion. Perhaps, it might be a good idea to combine these two directions in the workshop in future."

How would you rate the overall quality and value of the "Self Employment: Learn Tips and Tools to Support Job Seekers through the Journey of Becoming an Entrepreneur" workshop?



* 6 total responses, 12% of submissions

FINAL RECOMMENDATIONS FOR IMPROVEMENT...

- No recommendations so far.
- Supply a lunch.
- Invite more potential employers for our clients.
- I don't know what I can say that you don't already know - but I guess it would be the importance of Employers and making sure that this is really their event. (I'm not sure how to do this.)
- Promoting the expo to employers is probably ongoing, but finding a way to get more on board would be fantastic.
- As before, it would be great if we could get more employers and educators as both attendees and exhibitors.
- Hopefully we can grow and have more employers attend the event.
- During the morning, one of the people staffing our booth was asked to participate in one of the workshops. When they were approached, it wasn't made clear that they would gone for the better part of the morning. This left one person to staff the booth for the entire morning, which is the busiest part of the day in the exhibition hall. The staff person who joined the workshop enjoyed her participation and felt it was beneficial, but it left us understaffed to serve the needs of the attendees to the Exhibition. In the future, it would be better to plan for this in advance, so as to not leave Exhibitors short-staffed.
- Timing of workshops, cannot attend more than one or two as time overlaps.
- Perhaps again, have ally volunteers to have pre-registered career seekers as "coordinators" to assist folks attending.
- The exhibitor room location and ingress for exhibitors was easy and convenient.
- Layout and exposure.
- More room/tables for visitors to eat their lunches :)



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