



# Community Employment Partnership



BELONGING MATTERS & ROTARY  
EMPLOYMENT PARTNERSHIP

## Rotary connections "How Do I Ask?"

The Community Employment Partnership is a collaboration between Rotary and Belonging Matters that assists people with an intellectual disability find paid employment in ordinary businesses based on their interest and skills.

It's often through our networks that we find people jobs. As a Rotarian, you have lots of networks. We are not asking you to find a job for a person with a disability; however, you can start a conversation that might trigger someone's interest and lead to an introduction with Belonging Matters. From there, Belonging Matters will meet with the interested business or employer and discuss their business needs and opportunities.

### Who do I ask?

You can ask anyone you know with a business, whether another Rotarian or someone outside of Rotary. You might think about your business networks and the businesses you connect with everyday e.g., the local café, local nursery, mechanic or even your hairdresser etc. You could even discuss the idea with your family, friends, and neighbours!

### How do I start a conversation with my business networks?

Sometimes it's tricky to know how to begin. Below is an example that might inform your approach. You don't need to use the examples as a script but it might give you some ideas about how you might start a conversation. Your approach can be casual and part of conversation – it's not about presenting a long business pitch or pressuring people to employ someone; it's about making a connection. The more connections we get, the more jobs we will find for people!

You could use an appreciative enquiry approach – ask about their business, what they do, are there things that never get done or are they struggling to find reliable staff?

We are all talking about Covid these days! Talk about the 'great resignation.' Many businesses are looking for reliable staff. What difficulties are they facing? What are the types of roles on offer?

**Contact us to learn more about the Belonging Matters' Community Employment Partnership**



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# Connecting with Business

## Example Conversation



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"Hi Lisa,

*How is your business/work going? Do you ever struggle to find staff? Are there things that never get done around your office? My local Rotary is working on an interesting project to assist people with an intellectual disability to find employment. It's a collaboration with Belonging Matters, a not-for-profit organisation, and is based on years of successful experience by a similar project in Canada.*

*If you are interested it might be worth a conversation with Belonging Matters. You could chat to them about the project in general and potential employment opportunities that might meet your business needs. They have a range of people keen to find casual, part time or full-time work, with lots of skills and interests. There could be an ideal match for your business [they just need an opportunity].*

*Have a chat with Pat at Belonging Matters and she can tell you more about what they are trying to achieve. Or you might know someone else who is keen to employ. There is no obligation to commit to employing anyone but they can discuss the benefits that other workplaces have experienced by employing someone with Intellectual Disability.*

*Can I take your contact details and I will ask Pat to give a no obligation call?"*

## What if they ask me about disability?

Belonging Matters can answer questions about intellectual disability. You can say, even though many people with an intellectual disability want to work, they get few opportunities. You can talk to Belonging Matters more about it but they have a range of people eager to work.

## Landing the contact

We have found it is important to ask if Belonging Matters can give the business a call rather than pass on our contact details. That way we can discuss the project in more detail, answer any questions and talk further about their business needs.

Employment is fundamental to all people. You can make a difference to a person's life. Thanks for helping us with this important work!

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