

THE BULLETIN

SUMMER 2016

111 DONEGANI, POINTE-CLAIRE (QC) H9R 2W3
(514) 694-0315 • WWW.PLACEMENTPOTENTIEL.COM



SUMMER UPDATE

TUESDAY JUNE 21 2016

Last year's report cited Placement Potential's solid and growing reputation, stable source of funding, dedicated staff and employees, to boast that at no time in its 35-year history has this organization been in a better position. The report concluded by cautioning against undue complacency and stated that "unexpected obstacles" were always a possibility. Well, the year did in fact present us with some of these challenges. One of those was the unexpected termination of a cleaning contract at a large daycare that provided work to four employees. Cuts to the daycare system forced them to seek a cheaper alternative. We were able to place all the employees in other existing contracts, but it was a reminder of how contracts we take for granted can disappear for reasons that are beyond our control.

Another "unexpected event" that took place was the passing away of Roy Pelletier, who served on the Board of Directors for 27 years, from the very beginning of Placement Potential's existence in 1981 until 2008 when his health started to fail him. Roy was an energetic volunteer and a community organizer, who brought to the Board of Placement Potential a wide range of expertise. He was also instrumental in both defining its mission and providing the leadership to implement it. Roy was also a very diplomatic and effective facilitator. During the few times when there were disagreements or heated debates, it was always Roy that was the one to find common ground and bring out a consensus. He will be missed.



FROM L TO R: ROY PELLETTIER & JIMMY SMITH

In January, Placement Potential started a cleaning contract with the city of Vaudreuil that involves three buildings and employs 3 people. This will be the fourth municipality that we have cleaning contracts with and it provides a number of advantages. For Placement Potential, getting paid is never an issue, and for the employees, stability and employment security. There's also a certain kind of prestige and pride working at City Hall or the library, as opposed to working in a cinema or a factory.

The Maintenance Division is an important part of what Placement Potential does but it is not our biggest function. The activity that provides most jobs is the Individual Placement one, where employees work in regular companies, mostly in retail stores. The advantage for Placement Potential is that the direct supervision is provided by the staff of the stores. For the employees, it is that they have a day job and are fully integrated in the regular workforce.

None of this would have been possible without the hard work of our dedicated staff. Shirley Groves, our supervisor, not only single-handedly built the Maintenance Division, but continues to provide the training, the follow-up and excellent relations with the employers. It is this and her attention to detail that made Placement

CONTINUED INSIDE...

Potential`s reputation. Christine Layden is in charge of the individual placements and liaison with the different companies. With almost 50 employees to look after, she has her hands full but is doing an excellent job. The result is that the participating companies are always ready to hire qualified candidates. And finally, Bonnie that does all the rest from the payroll to the financial statement to helping employees with their budgets and a million other things. Placement Potential is lucky to have this team. I thank them as well as the Board members for giving of their time and helping make Placement Potential the great organization that it is.

JOHN DIRLIK, GENERAL DIRECTOR

HUMAN RESOURCES REPORT

Another year has already passed and what a busy one it has been!

Four human resource committees were held in which 29 candidates were accepted on our program. Only three never started working, mostly due to commuting distances being too great. Of the 26 who did begin working, 19 are still employed. Some had only been accepted for evaluation and were unable to perform the required tasks during their trial period. Some did not enjoy the work or changed their mind about the job. A few others left for other programs. Overall, we have been very fortunate to gain a group of motivated and enthusiastic new employees.

Even though we are an adapted enterprise, we are not immune to the economic realities of the regular labour market. Unfortunately, two of our partners recently had to close their doors: Unipack and Phenix Metal. These two companies had provided work for several Placement Potential employees over the past few years. Fortunately, we were able to relocate the affected employees rather quickly and we had the pleasure of partnering with two new companies. Busy Bees, who purchased Unipack, generously accepted to welcome our employees among them. In the case of Phenix Metal, the warehouse director moved to a company called Profom in this same role and he was able to find work for our three employees. We thank Busy Bees and Profom for their warm welcome and we are thrilled to be collaborating with them.

In other news, we were recently accepted to participate in a pilot project introduced by the CQEA (Conseil québécois des entreprises adaptées). Geared towards youth under age 30, this is a one year work program with an important training component. In addition to working full time, the 5 selected candidates will also participate in workshops given by the CQEA. Topics will range from basic ones such as job training and safety in the workplace to more specific themes geared towards the needs of the participants. These may include topics like workplace stress management, conflict resolution, interpersonal skills, self-confidence, etc. Finally, the training offered in the last few months of the program will revolve around job search (CV writing, knowledge of the labour market, interview skills, etc). The goal of this project is for participants to transition to a regular job upon completion of the 12 month program. While some of the details still need to be ironed out, this is a very interesting and exciting new project. Our five participants should be starting work within the next month.

I wish to congratulate all our employees for their ongoing efforts and their dedication over the past year. Finally, a big thank you to John, Bonnie, Shirley and the members of the board for all their support.

CHRISTINE LAYDEN



Congratulations to Jean-Neptune Janvier, chef d'équipe of the cleaning team at the City of Kirkland, for his accreditation as a trainer in SIMDUT. Mr. Janvier along with John Dirlik and Shirley Groves travelled to Quebec City in April to receive the training provided by the Conseil québécois des entreprise adaptées (CQEA). Mr. Janvier is now authorized to provide instructions on the safety requirements and will be visiting the various worksites in the coming months.