HRPURPOSE
Disability Focused Services

EMPOWERING ABILITIES

THE PATHWAY TO INCLUSIVE EMPLOYMENT

LUKE MCKENZIE
EXECUTIVE DIRECTOR

www.HRPURPOSE.ca

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OUR MISSION

Empowering Abilities, Nurturing Minds: At HRPURPOSE, our mission is twofold.

The employment support and empowerment of people with disabilities create pathways for their meaningful inclusion in the workforce.

Mental health support and recovery offer compassionate, comprehensive services fostering resilience and well-being.

Our goal is to create a more inclusive, understanding society where every individual has the opportunity to thrive, both professionally and personally.

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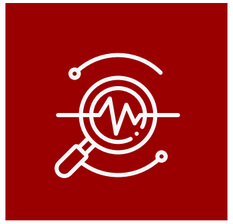
OUR VALUES

Inclusion and Diversity

We steadfastly believe in creating an environment that embraces and celebrates differences.

Empowerment

Central to our mission is the empowerment of individuals with disabilities and those dealing with mental health challenges.

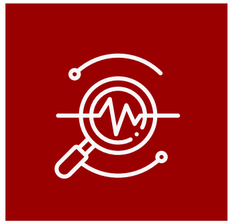


Integrity

We maintain the highest standards of ethics and transparency, ensuring that trust and honesty are at the forefront of our interactions with clients, partners, and the community.

Compassion

We approach each individual's journey with sensitivity and care, recognizing the unique challenges they face and offering support that respects their dignity.



Collaboration

We believe in the power of collaboration and collective effort.

Innovation

By embracing creative solutions and continuously seeking to improve our services, we stay adaptable and responsive to the evolving landscape of disability and mental health support.

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OUR PROGRAMS

Employment Support and Skill Development

Employment support and skill development programs equip individuals with disabilities with tailored training and job search services to enhance career opportunities.

Mental Health Support

Mental health programs focus on support and recovery, offering counseling, education, and community resources to enhance the well-being of individuals with disabilities.

Talent Matching Initiatives for Inclusive Organizations

Talent Matching Initiatives for Inclusive Organizations focus on aligning diverse talents with employers committed to an inclusive and accessible workplace environment.

Community Development and Outreach

Offers comprehensive training, engaging workshops, and dynamic community projects aimed at strengthening local connections and fostering inclusive, sustainable development.

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OUR FOUNDER'S JOURNEY

Having spent nearly 2 decades as a public servant, Luke McKenzie's journey is at the heart of HRPURPOSE. Having witnessed firsthand the challenges and triumphs associated with disability and mental health in his own life, Luke's experiences have shaped his unwavering dedication to this cause. His personal story is one of resilience and empathy, underlining the importance of support, inclusion, and empowerment in navigating the complexities of life with a disability.

THE ANCHOR PROGRAM

Integrated Support for Hiring Persons with Disabilities

The Anchor Program (TAP) for the organization, integrates persons with disabilities into the workforce through relevant training, mentorship, partnerships, and ongoing support to enhance accessibility, accommodations, retention, and career development.

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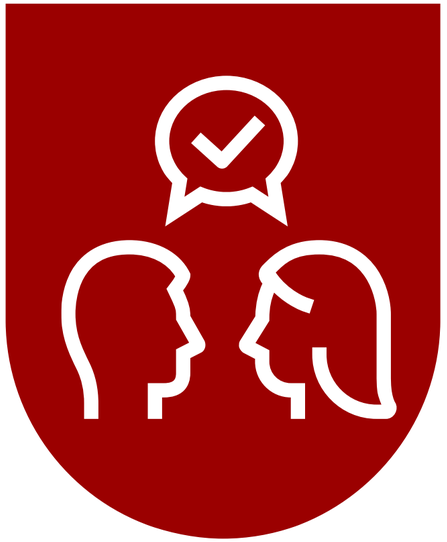
THE ANCHOR PROGRAM

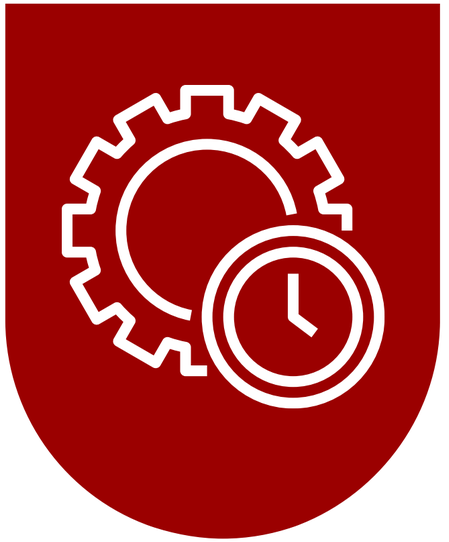
Planning and Design Stage

A detailed program design that includes recruitment strategies, training modules, and support systems tailored to the needs of persons with disabilities.



Implementation and Execution Stage

A cohort fully integrated into their roles, receiving the necessary support and resources to contribute effectively.



Evaluation and Iteration Stage

Enhanced program framework that incorporates lessons learned, ready to be re-implemented in future cycles with improved effectiveness and efficiency.

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THE ANCHOR PROGRAM

Program Objectives

Accessibility Evaluation
Assess paths, accommodations, and resources for integrating persons with disabilities into the organization's workforce.

Performance Support
Offer pre- and post-employment assistance to maximize employee success and alignment with the organization's objectives.

Service Enhancement
Enable the organization to evaluate and improve tools and services for effective disability-inclusive hiring.

Inclusion Empowerment
Provide training and resources to ensure the organization's hiring strategies are effective and support sustainable employment.

Career Ownership
Motivate persons with disabilities to pursue careers at the organization, enhancing workforce diversity and addressing barriers.

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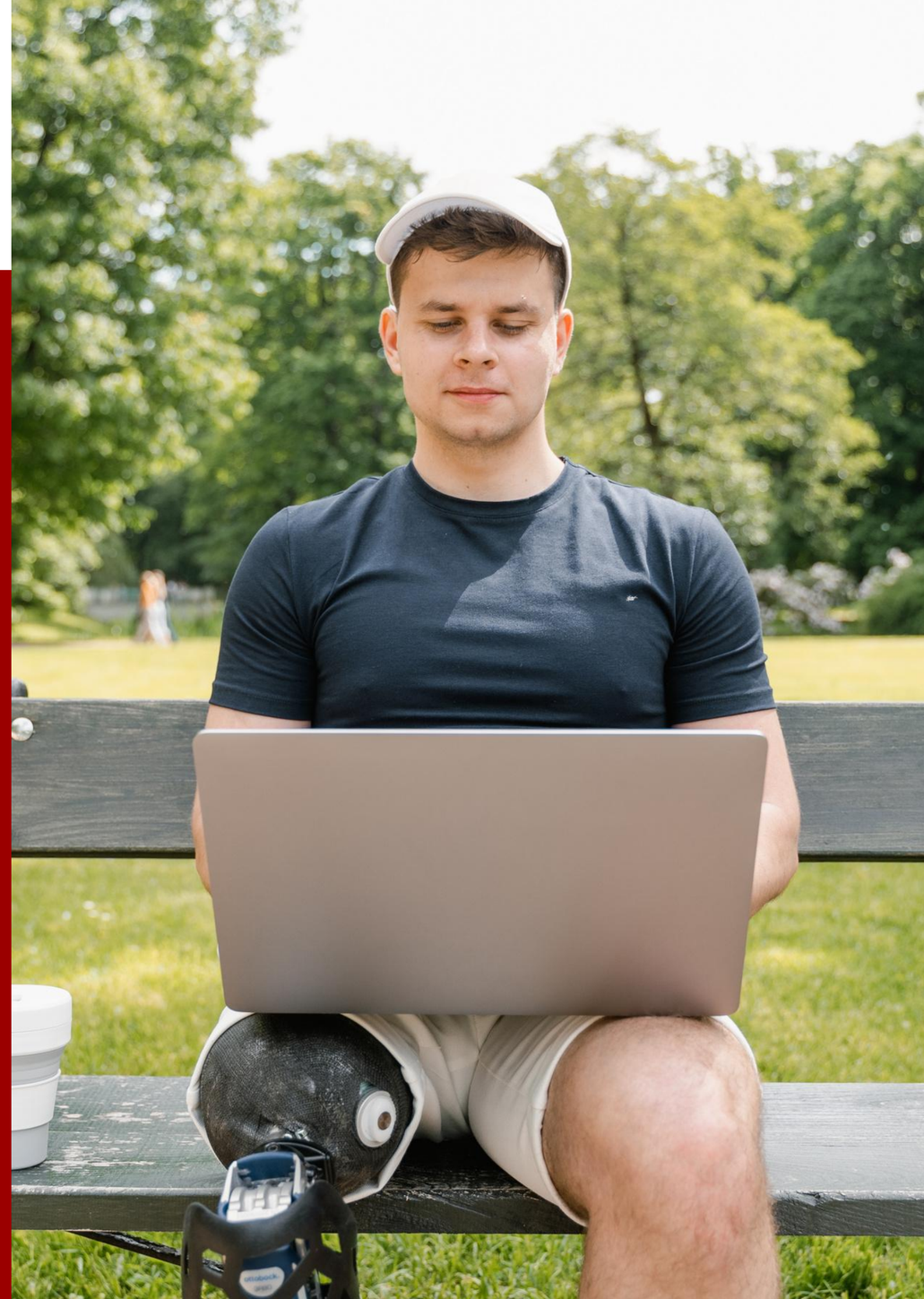
TAP COHORTS

The TAP cohort will be divided into two groups

Those that will work in subject matter areas. Including the following.

1. **Diversity, Equity and Inclusion**
2. **Strategic Human Resources**
3. **Employment assistance program**

In addition to those who will be hired for regular job profiles. Roles are to be determined based on the organization's needs.



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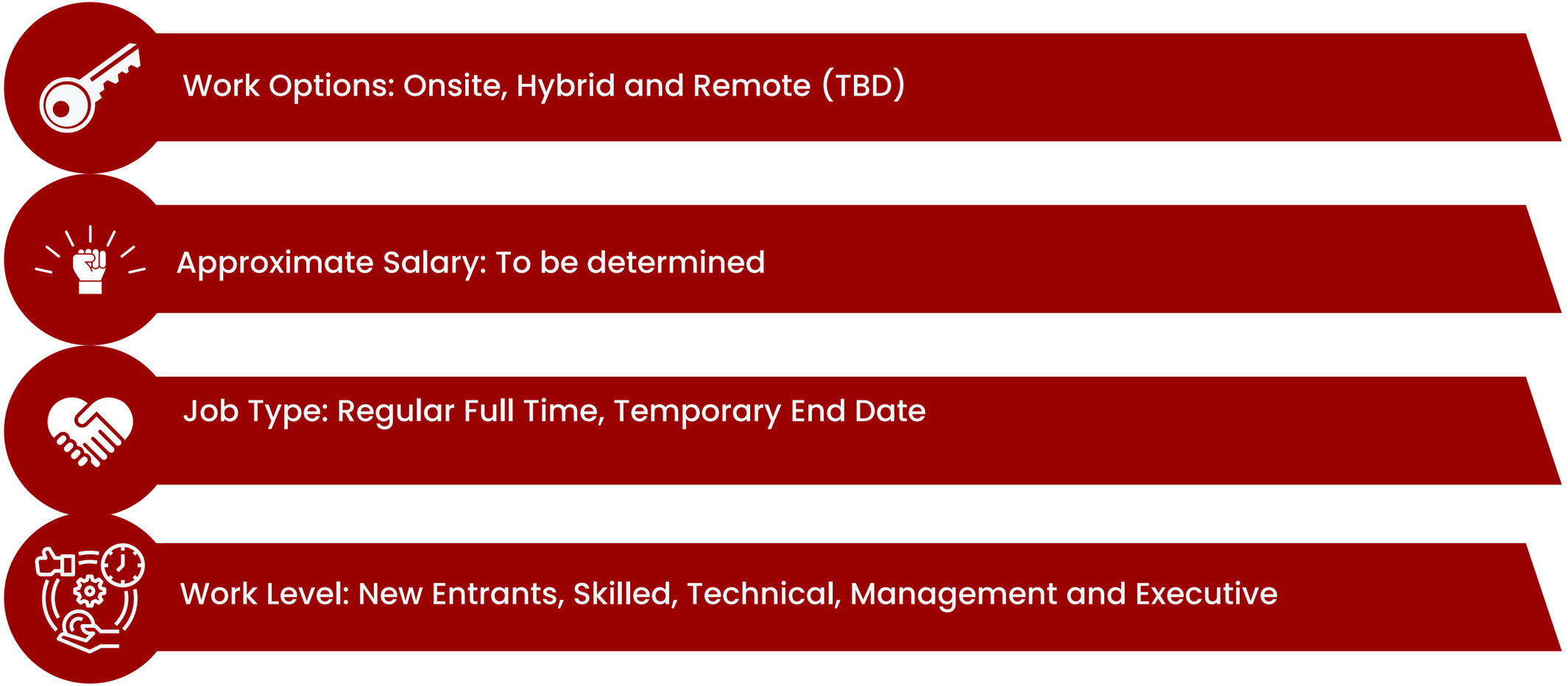
JOB DETAILS



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CONTACT US

Contact us to explore how we can support each other's goals through our specialized services and collaborative opportunities.

437-421-0296

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THANK YOU

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