



# ARE YOU READY ?

## Invest in Talent: the Future of Work





**@dolphinvp @dolphinDMD**



**Dolphin's Disabilities Mentoring Day**



**disabilitiesmentoringday**

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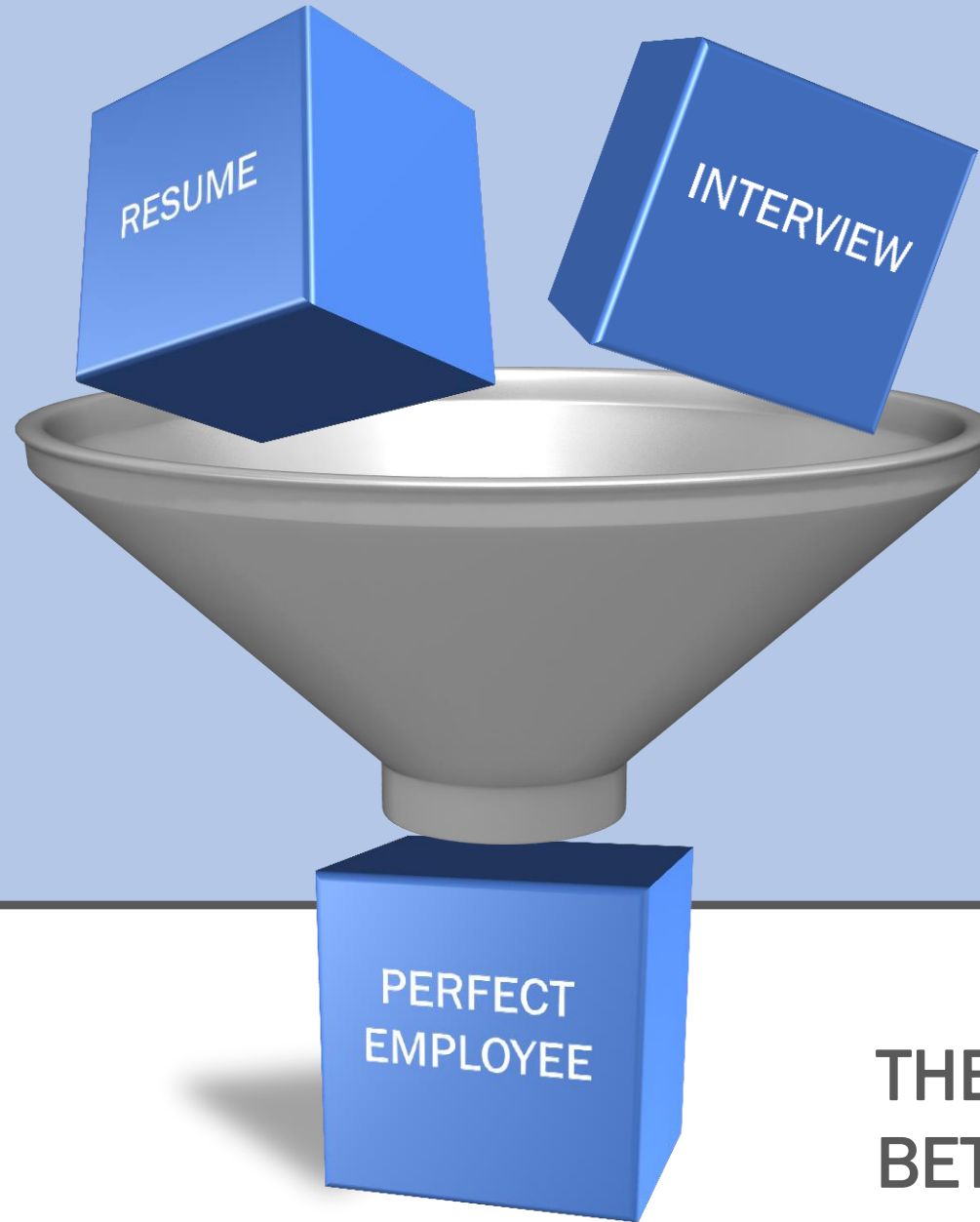
# VALIDATION

SKILLS GAP

CONNECTING EDUCATION &/or  
EXPERIENTIAL LEARNING TO  
EMPLOYMENT

SKILL MOBILITY

PROFESSIONAL DEVELOPMENT



THERE HAS TO BE A  
BETTER WAY!



WHEN IS THE  
LAST TIME  
YOU TRIED  
SOMETHING  
NEW?





# PIVOT TO NECESSARY

Creating a mindset for **CHANGE** is a process that moves individuals from being unconscious and reactionary to being creative and intentional.









# DITCH THE TYPICAL – GET UNCOMFORTABLE

## RESUME & CREDENTIALS

- Poor predictor of on the job success
- Ingrained with bias
  - name
  - education
  - experience ( learned how to/role)
- Static

## FUTURE OF WORK

- Innovative traits – resilience, insatiable curiosity, industriousness
- Developed new solution to old problem
- AI / Unbiased algorithms
- Competencies
- Fluid & Ubiquitous

# OPPORTUNITY:

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RETHINK  
HOW WE LOOK AT  
SOMEONE







**WHAT IF THE  
MEASUREMENT  
OF SKILL CAN  
HAPPEN  
WITHOUT BIAS?**













**“TALENT IS OF LITTLE CONSEQUENCE WITHOUT OPPORTUNITY”**

# Disabilities Mentoring Day

Prepare for Potential

Hiring the best person for the job is about more than the job description.



# DOLPHIN DMD CORE STRATEGY & INNOVATIVE APPROACH

## START the CONVERSATION



**LEARN** how to ensure your business is accessible to a largely untapped pool of **TALENT**.

## CONNECT TALENT & RESOURCES TO BUSINESS



Employers are striving to **ACQUIRE** & **RETAIN** talent and increase **INNOVATION**. FIND diversity of thought & experience.

## COLLECT & AGGREGATE TALENT DATA



Data as a resource to ensure enhanced skilled matches.



## MENTOR POTENTIAL

**SKILLED** adults with disabilities, including veterans and post-graduates, seek employment & want to #KNOWMORE about the workspace they are interested in. Mentoring begins their opportunity to succeed.



## ANALYZE INPUT

IMPROVED labour market analysis to prepare to meet the changing needs of business.



## DISCOVER & SHARE D&I STRATEGY

A shared learning **EXPERIENCE** to showcase **SKILLS** & break down stigma to gain disability confidence.



Because the world  
is changing how it  
does business ...

talent is changing  
... how business is  
done.

