TIME	MONDAY, NOVEMBER 2, 2026		
7:30 – 8:45 am	*Registration sponsored by Canadian National Exhibition*	GRAND YORK BALLROOM **REGISTRATION DESK OPENS • BUFFET BREAKFAST**	*Breakfast sponsored by Windsor Regional Employment Network*
9:00 – 9:15 am	**WELCOMING REMARKS – CEO AND ODEN BOARD**		
9:15 – 10:15 am	GRAND YORK BALLROOM **OPENING PLENARY** **BUILT FOR THIS: THE MISSING PIECE TO A TEAM THAT SUSTAINS AND PERFORMS** Andrea D. Carter, Belonging First *Sponsored by College Boréal*		
10:15 – 10:45 am	*Sponsored by London Regional Employment Services*	**NETWORKING BREAK**	
10:45 am – 12:00 pm	GRAND YORK – B **1A – From Insight to Action: Building Conditions Your Team Needs to Sustain and Perform** Andrea D. Carter, Belonging First	GRAND YORK – C **1B – Tourism Careers: Building Pathways to Opportunity** Jasmine Qi, Tourism HR Canada	VAUGHAN WEST **1C – Serving Up Talent: Collaborating for a Stronger, More Inclusive Foodservice Workforce** Donald Guse Salah, Restaurants Canada
12:00 – 1:30 pm	*Sponsored by Fedcap Canada*	GRAND YORK BALLROOM **LUNCH – LIGHT IT UP! FOR NDEAM™ REVIEW**	
1:30 – 2:45 pm	GRAND YORK – B **2A – Practical Approaches to How AI Can Empower Employees and Allow Our Staff to Adapt** Zachary Rose, Magnet	GRAND YORK – C **2B – Building Inclusive Pathways to Careers in Agriculture and Agri-Food** Jennifer Wright, CAHRC	VAUGHAN WEST **2C – From Campus to Career: Collaborating Across Sectors to Foster Inclusive Talent Pipelines** Michelle Willson, CCRW
2:45 – 3:15 pm	*Sponsored by London Regional Employment Services*	**NETWORKING BREAK**	
3:15 – 4:30 pm	GRAND YORK – B **3A – From Design to Practice: Emerging Promising Practices in Integrated Employment Services (IES)** Andrew McMurray, LRES Sarah Haase, Fleming College Deborah Childs, WCG	GRAND YORK – C **3B – Building Pathways to Apprenticeship: Expanding Access and Success in the Skilled Trades** Lovey Sidhu & Rylan Degenhardt, SkillPlan	VAUGHAN WEST **3C – Building a Disability Inclusive Healthcare Workforce** Bruce Squires, Holland Bloorview Kids Rehabilitation Hospital
5:00 – 6:30 pm	**PAINT NIGHT – PAINT OUR PROVINCE** (5:30-6:30 – GRAND YORK C) OR **YOGA WITH DISABILITY INCLUSIVE YOGA** (5:00-6:00 – GYM) ***Registration Required for These Activities***		*Sponsored by* Michaels

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FEDCAP

TUESDAY, NOVEMBER 3, 2026

TIME				
7:30 – 8:45 am	*Registration sponsored by Canadian National Exhibition*	GRAND YORK BALLROOM **REGISTRATION DESK OPENS • BUFFET BREAKFAST**		*Breakfast sponsored by Windsor Regional Employment Network*
8:00 – 8:45 am	GRAND YORK BALLROOM **ODEN ANNUAL MEETING**			
9:00 – 10:15 am	GRAND YORK BALLROOM **4A – Intersectionality in Action: Strategies for Race, Disability, and Gender Inclusion at Work** Liza Arnason, ASE Community Foundation	GRAND YORK – B **4B – Accessible Learning, Inclusive Employment: iSisters' impact through Innovation** Lynda Muckleston, Estel Russo, Erin Keeley-Messier, iSisters Technology Mentoring	GRAND YORK – C **4C – The Inclusion Advantage: Practical Guidance for Employing Blind & Partially Sighted Talent** Christina Peruzzi & Michelle McQuigge, BALANCE for Blind Adults	VAUGHAN WEST **BUSINESS STREAM DELEGATES ONLY** **Build the Confidence to Create More Disability Inclusive Workplaces - Part 1** Jenny Hope, Charlene McCullough & Jenn Ridley, ODEN
10:15 – 10:45 am	*Sponsored by London Regional Employment Services*	**NETWORKING BREAK**		
10:45 am – 12:00 pm	GRAND YORK BALLROOM **5A – Strengthening Job Development through Shared Learning (ESP Panel)** Wendy Galloway, Career Services Brockville; Mateja Mihelcic, PATH Employment; Christie Scales, KEYS Employment	GRAND YORK – B **5B – Lessons from a Recruitment & Retention Initiative: CAMH Employment Works** John Fernandes, CAMH Christine Dubois-Cross, CAMH	GRAND YORK – C **5C – Beyond Accommodation: How Collaboration Is Transforming Apprenticeship Success for Neurodiverse and Apprentices Who Have a Disability** Vito Mendonca & Summer Burton, LLSC	VAUGHAN WEST **BUSINESS STREAM DELEGATES ONLY** **Build the Confidence to Create More Disability Inclusive Workplaces - Part 2** Jenny Hope, Charlene McCullough & Jenn Ridley, ODEN
12:00 – 1:30 pm	*Sponsored by Fedcap Canada*	GRAND YORK BALLROOM **LUNCH** **MentorAbility – Making a Difference One Mentorship at a Time** Jodi Delage, ODEN & Julia Douglas, MODC		
1:30 – 2:45 pm	GRAND YORK BALLROOM **6A – Accessibility Leadership in Action: Driving Inclusion and Economic Growth** Clara Chan, ADM & Meenu Sikand, ADM, MSAA	GRAND YORK – B **6B – Building Inclusive Employment Pathways for Youth Who Have Disabilities** Fabio Crespin, United Way Greater Toronto *Sponsored by Holland Bloorview Kids Rehabilitation Hospital*	GRAND YORK – C **6C – Your Brain Biology is Not Fixed** Dr. Greg MacLuckie, Positivity Perspective	VAUGHAN WEST **6D – From *What If* to *What's Possible:* Growing Partnerships to Create Inclusive Employment Opportunities** Mariana Harrietha & Emily Pontini, SECC
2:45 – 3:15 pm	*Sponsored by London Regional Employment Services*	**NETWORKING BREAK**		
3:15 – 4:30 pm	GRAND YORK BALLROOM **7A – AI and the Inclusive Workplace** Dr. Matthew Chow & Agnes McLachlan, TELUS Canada *Sponsored by the REAL Xchange*	GRAND YORK – B **7B – A Subtle look at Job Development and the way it was. Where is it now and how do we get what once worked – Back!** Mike Bennett, Bennett Edge Consultants	GRAND YORK – C **7C – Collaborate to Innovate: Municipalities as Partners to Inclusive Employment** Reem Ali, City of Peterborough Susan Leeson, City of Sudbury Lisa Purchase, Alternatives Community Program Services Alex Ross, City of Sudbury Jennifer Way, MODC	VAUGHAN WEST **7D – IDEA – Income Support and Organization Capacity Building** W. Francis Fung, MODC and IDEA Rebecca Gewurtz, McMaster University and IDEA
5:00 – 6:30 pm	*Sponsored by OPG*	**NETWORKING HOUR – HORS D'OEUVRES & MUSIC** **Cocktails (cash bar)**		
6:30 – 8:30 pm	*Sponsored by OPG*	RICHMOND BALLROOM **GALA DINNER – BUSINESS CHAMPION LEAGUE INDUCTEES, DES AWARDS**		

WEDNESDAY – PROGRAM AT A GLANCE

TIME	WEDNESDAY, NOVEMBER 4, 2026		
7:30 – 8:45 am	*Registration sponsored by Canadian National Exhibition*	GRAND YORK BALLROOM **REGISTRATION DESK OPENS • BUFFET BREAKFAST**	*Breakfast sponsored by Windsor Regional Employment Network*
9:00 – 10:15 am	GRAND YORK – B **8A – Co-Designing for Success: Meaningfully Engaging Job Seekers in the Design & Delivery of Services** Jake Deutsch & Rosshane Vignarajah, Deloitte	GRAND YORK – C **8B – Employees are Just Customers that You Pay** Sarah Ennor, Growth Counsel *Sponsored by Navacord Insurance*	VAUGHAN WEST **8C – Collaborate Differently With Employers: Using LinkedIn for Strategic, Relationship Driven Employer Engagement** Ofelia Dugal, ODEN Cristin O'Sullivan, OCTC
10:15 – 10:45 am	*Sponsored by London Regional Employment Services*	**NETWORKING BREAK**	
10:45 am – 12:00 pm	GRAND YORK – B **9A – You Hired Inclusively. Is Your Workplace Ready?** Roman Romanov, Rick Hansen Foundation	GRAND YORK – C **9B – Beyond Access: Exploring the Intersection of Disability and Linguistic Accessibility** Véronique Boyer & Jacob Sirois, Collège Boréal	VAUGHAN WEST **9C – Level the Playing Field: Self-Advocacy as a Core Employability Skill** Elaine Belanger-Porter & Dimple Rai, Humber Polytechnic
12:00 – 1:00 pm	*Sponsored by Fedcap Canada*	GRAND YORK BALLROOM **LUNCH**	
1:00 – 2:15 pm	GRAND YORK BALLROOM **CLOSING PLENARY** From Silos to Systems: Connecting the Dots for Inclusive Employment and Community Well-being Brenda Herchmer, RESET Communities Collective		
2:15 – 2:30 pm	**ODEN CLOSING REMARKS**		
2:30 – 2:45 pm	**SURPRISE SNACKS & TO-GO COFFEE**		

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