

Arnold's Story: Junior Corporate Video Editor



OH BOY PRODUCTIONS


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Oh Boy Productions is a digital media company that specializes in the creation of videos, photos, social media and live events for a variety of different clients. Like many other businesses, they need talent with these specific, technical skills to work for their small team of seven. In looking for talent, they were able to make their first inclusive hire.

In 2017, Stu McNish, Founder and Owner of Oh Boy Productions, was looking for a video editor to add to his small team of professional service providers. It was through a conversation with a recruiter at BC WiN, an organization that specializes in recruitment for people with disabilities, that he was introduced to Arnold Cheng.

Arnold went to UBC and received a BA in English Literature. He used that degree to work as an English Teacher in South Korea. Upon his return to Vancouver, he acquired a disability that required him to use a wheelchair. Arnold's experience in looking for employment after acquiring a disability changed dramatically.



“Many of my experiences [after acquiring a disability] in looking for employment were challenging for one of two reasons. Either, the organization’s buildings were not accessible for me to work out of, or, people’s pre-conceived notions of my ability stood in the way of my employment opportunities,” says Arnold. He also shared that when he was looking to upgrade his degree to add on a teaching certification, he found that all of the affordable programs were in buildings that were not accessible. To add to this, during job interviews he often had recruiters question his ability to independently work on the computer, or complete other physical aspects of the job, despite his reassurances.

After returning from Korea, Arnold had worked for the Sam Sullivan Disability Foundation and the Rick Hansen Foundation. He was looking to find an opportunity suited to his skillset, so this is what led him to work with BC WiN recruitment services, who ended up introducing him to Stu. Arnold noted:

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When asked to explain further, Arnold offered a couple examples, “Stu knew that I really enjoyed drinking tea throughout the day and the hot water facility wasn’t accessible, so he bought a kettle that I could keep at my desk. He also bought a second microwave that he placed in an accessible location. In addition, if I have a doctor’s appointment, Stu is flexible about me arranging my work hours to start earlier, or end later.” These simple modifications have allowed Arnold, a skilled video editor, to be successfully employed at Oh Boy Productions.

“Arnold is a great asset on our team. He is highly skilled, has a great attitude, and is always a team player. In addition to video editing, he is now supporting the promotion of our TV Show/Webcast, creating graphics, and developing a social media plan for one of our clients.”

- *Stu McNish, Founder and Owner of Oh Boy Productions.*

Arnold’s advice to employers looking to diversify their talent pool is to ask the individual what he/she needs to be successful. He also shares that because employment can be harder to find for someone with a disability, they may not have as much work experience coming out of university – but may have developed their skillsets in a different way. He added:

“I really enjoy working at Oh Boy Productions and feel loyal and connected to my team here. It’s great to be working at a place where I can put my skills to use, while learning from the people around me.”