

ENABLING THE
TRUCKING WORKFORCE

CONNECTOR GUIDE



SEPTEMBER 2018

? About Trucking HR Canada

Trucking HR Canada is an industry leader, spearheading collaboration among the stakeholders in the Canadian trucking and logistics industry to:

- Identify Human Resource issues, trends, opportunities and challenges
- Support the industry in recruiting and retaining the Human Resources needed to meet industry demand
- Partner on initiatives impacting Human Resources for the industry
- Provide a national forum for gathering and exchanging knowledge on HR issues, and sharing best practices
- Promote the trucking and logistics industry's careers

As a national partnership-based organization, we promote the provision of safe, secure, efficient, and professional trucking services in Canada. The organization is a neutral forum for gathering and exchanging ideas, information and knowledge on Human Resources and best practices in training. Our focus is on trucking and logistics needs within the freight transportation network.

DYK?



Trucking HR Canada offers practical **toolkits and reports** on a variety of HR issues facing the Canadian trucking and logistics industry.

Our **weekly e-newsletter** is free. Subscribe today to stay on top of the latest Trucking HR trends and learn practical tips.



We recognize employers with sound HR policies and practices through **The Top Fleet Employers** program with the goal of raising the bar in HR within the trucking and logistics industry.



We offer a wide range of trucking and logistics specific **HR focused webinars**.

Our **Women with Drive Leadership Summit** is the go-to event for anyone in the trucking and logistics industry looking to learn more about women in the industry.



Visit www.truckinghr.com to learn more.

KNOW THE FACTS

The trucking industry is facing a labour shortage: from drivers to heavy-duty equipment technicians, many fleets are struggling to hire talent to keep up with demand. Without skilled workers, freight doesn't move, and our economy suffers. Our industry is not the only one scrambling for workers; in fact, most industries are competing for skilled employees to fill our vacancies and fast! Fleets must become innovative in their recruitment and retention efforts and shift their focus to under-represented sources of talent, including Persons with Disabilities, to meet our industry needs and grow our economy.

Persons with Disabilities are extremely valuable human resources within trucking and logistics companies for many reasons including:

- Enhancing workplace diversity and creativity
- Modeling positive behaviours and inclusivity
- Assisting in inclusive problem solving
- Enhancing corporate competitiveness
- Improving product and service delivery
- Promoting innovation



To help you move forward with creating workplaces that are welcoming to persons with disabilities, we have developed this

EnAbling the Trucking Workforce - Connector Guide.

KNOW THE RULES

Provincially regulated fleets must comply with any provincial legislation regarding persons with disabilities. For example:

- **ONTARIO** – Accessibility for Ontarians with Disabilities Act (2005)
- **MANITOBA** – Accessibility for Manitobans Act (2013)
- **NOVA SCOTIA** – Accessibility Act (2017)

Federally-regulated fleets must comply with the Employment Equity Act. Learn more about Employment Equity and your responsibilities as an employer by reviewing these resources:

- Equal Employment Opportunities:
<https://www.chrc-ccdp.gc.ca/eng/content/equal-employment-opportunities-0>
- Employment Equity Act:
<http://laws-lois.justice.gc.ca/eng/acts/E-5.401/index.html>
- Employment Equity in Federally-Regulated Workplaces:
<https://www.canada.ca/en/employment-social-development/programs/employment-equity.html>
- Rights and Responsibilities of Employers and Employees:
<https://www.educaloi.qc.ca/en/capsules/rights-and-responsibilities-employers-and-employees>
- Implementing and Employment Equity Program Online Training Course:
https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.242171595.839473710.1535468072-1355757201.1529674867



**All employers
have the Duty to
Accommodate –
as outlined by the
Canadian Human
Rights Commission**

Duty to Accommodate

All employers have the Duty to Accommodate – as outlined by the Canadian Human Rights Commission.

Employers and service providers have an obligation to adjust rules, policies or practices to enable you to participate fully. It applies to needs that are related to the grounds of discrimination. This is called the duty to accommodate.

The duty to accommodate means that sometimes it is necessary to treat someone differently in order to prevent or reduce discrimination. For examples, asking all job applicants to pass a written test may not be fair to a person with a visual disability. In such cases, the duty to accommodate may require that alternative arrangements be made to ensure that a person or group can fully participate.

It is also important to consider that there is a reasonable limit to how far your employer or service provider has to go to accommodate your needs. Sometimes accommodation is not possible because it would cost too much or create health or safety risks. This is known as undue hardship. Your employer or service provider can claim undue hardship as the reason why certain policies or practices need to stay in place, even though they may have a negative effect on you. They will need to provide sufficient evidence.

Canadian Human Rights Commission: <https://www.chrc-ccdp.gc.ca/eng/content/what-duty-accommodate>

To learn more about workplace accommodation as a fundamental human right, check out these resources from the Canadian Human Rights Commission:

- Accommodation Works! A user-friendly guide to working together on health issues in the workplace:
<https://www.chrc-ccdp.gc.ca/eng/content/accommodation-works>
- Template for Developing a Workplace Accommodation Policy:
https://www.chrc-ccdp.gc.ca/sites/default/files/template_accommodation.pdf
- Employer Obligations:
<https://www.chrc-ccdp.gc.ca/eng/content/employer-obligations>

KNOW WHERE TO TURN

While many employers like you want to enhance their accessibility and create workplaces that are welcoming and supportive for all employees, you may struggle with knowing where to start! Good news, you're not alone. There are numerous organizations across Canada who can provide you with the support you need to enhance your accessibility for all employees and customers alike.

This **Connector Guide** can serve as a resource for identifying programs and resources within your area to provide you with the guidance and support you need as travel down the road of accessibility. While this **Connector Guide** is not an exhaustive list, you can use this resource as a starting point for your accessibility journey.

Programs and resources in this **Connector Guide** are organized by region including:

- National
- Atlantic Provinces (including PEI, NS, NB and NL)
- Ontario and Quebec
- Manitoba and Saskatchewan
- Alberta and British Columbia



**As always,
Trucking HR Canada
is here to help.**
**You can contact us at:
info@truckinghr.com
or 613-244-4800.**

NATIONAL RESOURCES

ORGANIZATION

Canadian Human Rights Commission

PROGRAM DESCRIPTION

A Place for All: A Guide to Creating an Inclusive Workplace

This guide was developed to help employers understand their obligations regarding the duty to accommodate and to assist them in creating workplace accommodation policies and procedures.

CONTACT INFORMATION

W: https://www.chrc-ccdp.gc.ca/sites/default/files/aplaceforall_1.pdf

Employment and Social Development Canada (ESDC)

Federal Disability Reference Guide

CONTACT INFORMATION

W: https://www.canada.ca/content/dam/esdc-edsc/migration/documents/eng/disability/arc/reference_guide.pdf

Accessible Office Virtual Tour (Text Version)

CONTACT INFORMATION

W: <https://www.canada.ca/en/employment-social-development/programs/disability/arc/virtual-tour/text.html>

The Canadian Council on Rehabilitation and Work (CCRW)

The Mission of the CCRW is Employment!

- We help persons with disabilities find a job or career.
- We help employers hire persons with disabilities.
- We help employers support employees with disabilities.

For Employers:

- Recruitment assistance (regional specific supports)
<https://www.ccrw.org/about-us/where-are-you-located/>
- CCRW Job Accommodation Service (JAS)[®] working with employers across Canada to create healthy and inclusive workplaces.
<https://www.ccrw.org/programs-and-services/jas-job-accommodation-service/>
- Disability Confident Employer Program – online training for supervisors, managers and recruiters who have some experience with hiring and retaining persons with disabilities, and want to take their business to the next level:
<https://www.ccrw.org/i-am-an-employer/disability-confident-employer-program/>
- Business Case for Hiring Persons with Disabilities:
<https://www.ccrw.org/i-am-an-employer/the-business-case-for-hiring-persons-with-disabilities/>
- Mythbuster: Myths About Hiring Persons with Disabilities:
<https://www.ccrw.org/wp-content/uploads/2016/03/CCRW-Myths-and-FAQ.pdf>

CONTACT INFORMATION

477 Mount Pleasant Road, Suite 105, Toronto, Ontario, Canada M4S 2L9

P: 1-800-664-0925 **F:** 416-260-3093 **E:** info@ccrw.org **W:** <https://www.ccrw.org>

NATIONAL RESOURCES continued

ORGANIZATION

PROGRAM DESCRIPTION

CCRW - WORKink™

The Canadian Council on Rehabilitation and Work (CCRW) employment site for persons with disabilities

- WORKink™ provides a dedicated space for job postings by equity employers* offering inclusive employment.
- Whether you are a job-seeker, employer or Career Practitioner, WORKink™ is for you!

CONTACT INFORMATION

W. <https://www.workink.com/>

Canadian National Institute for the Blind (CNIB) - CareerConnect Canada™

Whether you're a student exploring your future, a job seeker investigating work options, an employer planning to diversify your workforce, or a friend or family member assisting someone with vision loss, CareerConnect Canada™ can help!

For Employers:

- If you are interested in talking to a successfully employed person with vision loss working in an occupation of interest, register as a user or search for a Mentor. (You'll be redirected to AFB's CareerConnect™ website and asked to register as a CareerConnect Canada™ user.)

CONTACT INFORMATION

W. <http://www.cnib.ca/en/services/programs-services/CareerConnect-Canada/Pages/default.aspx>

Canadian National Institute for the Blind (CNIB) - Project Aspiro

Featuring a range of valuable information for people who are blind or partially sighted as well as their friends, family, service providers, and employers, Project Aspiro is an innovative career planning website - helping Canadians with vision loss aspire to achieve meaningful and rewarding careers.

For Employers:

- Working with People with Vision Loss: <http://projectaspiro.com/en/employers/Pages/Working-with-people-with-vision-loss.aspx>
- Employer Concerns- Safety: <http://projectaspiro.com/en/employers/Pages/Safety-concerns.aspx>
- Employer Concerns - Productivity: <http://projectaspiro.com/en/employers/Pages/Productivity.aspx>
- Accessing Information: <http://projectaspiro.com/en/employers/Pages/Accessing-information.aspx>
- Getting Around: <http://projectaspiro.com/en/employers/Pages/Getting-around.aspx>
- Employer Resources: <http://projectaspiro.com/en/employers/Pages/Resources.aspx>

CONTACT INFORMATION

W. <http://projectaspiro.com/en/employers/Pages/default.aspx>

NATIONAL RESOURCES continued

ORGANIZATION

Canadian Association for Supported Employment (CASE)

PROGRAM DESCRIPTION

CASE is a national association of community-based service providers and stakeholders who are active and invested in employment for persons with disabilities.

For Employers:

- **Diversity Specialists:** If you are looking to diversify your workforce and would like to hear more about potentially hiring a person with diversities then click here to be connected with a supported employment service that is free of charge and has no obligations attached to your inquiry. Once you have submitted your request, you should receive a call with
- **Service Providers:** can assist businesses with recruitment, onboarding and retention. We also play a role in building employer capacity around Diversity and Inclusion. CASE Service Provider Members are encouraged to reflect an understanding of the businesses they engage, responsiveness to their personnel management needs and a strong ‘customer service ethic.’
 - CASE has many member organizations across Canada. Click a province link to jump to that section or scroll down to browse the full list.
<http://www.supportedemployment.ca/member-directory/>

CONTACT INFORMATION

W. <http://www.supportedemployment.ca/employers/>

Hire For Talent

HIRE for TALENT – Building an Inclusive Canadian Workforce is a national project that will deliver a Canada-wide awareness campaign aimed at increasing the confidence of employers when hiring people with disabilities. The awareness campaign also aims to increase employer awareness about how people with disabilities are a talented part of the workforce, and will provide resources to help employers tap into this talent pool during their search for skilled workers.

For Employers:

- Free Employer Toolkit:
 - Business Case: <https://hirefortalent.ca/main/toolkit/business-case>
 - Disabilities 101: <https://hirefortalent.ca/main/toolkit/disabilities-101>
 - Legal Issues: <https://hirefortalent.ca/main/toolkit/legal-issues>
 - Recruitment: <https://hirefortalent.ca/main/toolkit/recruitment>
 - Interviews: <https://hirefortalent.ca/main/toolkit/interviews>
 - Hiring: <https://hirefortalent.ca/main/toolkit/hiring>
 - Retention: <https://hirefortalent.ca/main/toolkit/retention>
 - Inclusive Workplaces: <https://hirefortalent.ca/main/toolkit/inclusive-workplaces>
 - Customized Employment: <https://hirefortalent.ca/main/toolkit/customized-employment>
 - Be Part of the Change; <https://hirefortalent.ca/main/toolkit/be-part-of-the-change>
- **Service Providers:** There is help to become an inclusive employer! HIRE for TALENT includes a network of organizations offering services to help your business work with the Employer Toolkit, and to recruit, hire, train and retain people with disabilities.
 - Click on the map to find national organizations serving regions across the country:
<https://hirefortalent.ca/main/services>
- **Video Series:** <https://hirefortalent.ca/main/videos>

CONTACT INFORMATION

W. <https://hirefortalent.ca/>

NATIONAL RESOURCES continued

ORGANIZATION

Jobpostings.ca

PROGRAM DESCRIPTION

Across Canada, Jobpostings partners with students and recent grads in their search for a meaningful career.

- Publish DisAbility, a career magazine for students with disabilities
- Career Guide for Students with Disabilities <https://www.jobpostings.ca/career-guides/disabilities>

Through their focus on engaging students with disabilities, Jobpostings.ca is an option for employers to tap into under-represented talent tools.

CONTACT INFORMATION

W. <https://www.jobpostings.ca/>

Magnet

Magnet is a new network powered by data-rich, job-matching technology that connects job seekers with employers based upon skills, preferences and talent needs. The network is also a unique source of real-time labour market information for decision makers and community planners.

Magnet's goal is to address unemployment and under-employment specifically as it relates to youth, new immigrants, Aboriginal peoples, persons with disabilities and other individuals facing barriers to employment.

CONTACT INFORMATION

W. <http://www.magnet.today/>

ATLANTIC CANADA

ORGANIZATION

**New Brunswick
Employment
Support Services
(NBESS)**

PROGRAM DESCRIPTION

Funded by the Government of New Brunswick, the New Brunswick Employer Support Services (NBESS) is a one-stop-shop providing New Brunswick employers specific support to recruit and hire skilled employees from an often-untapped talent pool – persons with disabilities.

For Employers:

- Consultation – Toll-free access to information and private consultation on many topics related to the recruitment, hiring, and retention of persons with disabilities.
- Training – Generic and customized sensitivity and diversity planning training for employers of all sizes and experience level.
- Recruitment – NBESS helps your business develop a recruitment strategy that includes having your vacancies circulated to government-funded employment agencies that can provide qualified candidates to fill entry-level to executive positions.
- Linkages – NBESS links employers to networks, information, agencies and funding programs that assist employers with the recruitment, hiring and retention of persons with disabilities.

Services are free and available in both official languages.

CONTACT INFORMATION

329 Champlain Street, Dieppe, NB E1A 1P2

P: 506-858-9939/1-888-350-2202 **TTY:** 506-858-1657 **E:** info@employersupport.nb.ca

W: <https://employersupport.nb.ca>

**CCRW –
Partners Program:
Kentville Region, NS**

Canadian Council on Rehabilitation and Work (CCRW) Partners serves job seekers with disabilities and employers in the Kentville region.

When you partner with CCRW, we will help you find motivated and qualified employees who fit your workplace needs. We will work with you to understand your business and recruitment needs.

- Save time, money and energy.
- Connect with pre-screened, qualified and job-ready candidates.

Recruitment and Hiring:

- recruit pre-screened, skilled, qualified and highly motivated candidates gain ongoing access to expert assistance regarding the employment of persons with disabilities, including workplace accessibility and accommodations.

Wage Subsidy:

- gain access to our wage subsidy program to reduce training costs during the probationary period for new hires.

CONTACT INFORMATION

Canadian Council on Rehabilitation and Work (CCRW) Partners Kentville

11 Opportunity Lane, Coldbrook, NS B4R 0A5

P: 902-679-1094

ATLANTIC CANADA continued

ORGANIZATION

**TEAM Work
Cooperative
(Nova Scotia)**

PROGRAM DESCRIPTION

Invested in Inclusive Employment

We are committed to building on the accessibility and integration of employment services in the Halifax Regional Municipality.

For Employers:

- Recruitment and selection of potential candidates
- Resume screening
- Employee transition support during closure or layoffs
- Retention support
- Wage subsidy programs
- Small Business ACCESS-Ability: Small businesses can apply for a cost-shared grant to make accessibility-related improvements. Improvements can be for clients and customers, for employees, or both. <https://cch.novascotia.ca/business-access-ability-grant-program>

CONTACT INFORMATION

W. <https://teamworkbridge.org/employer-services>

**reachAbility
(Nova Scotia)**

ReachAbility is dedicated to equalizing the playing field for people facing barriers. Our programs foster pre-employment skills, such as problem solving, goal setting, and decision making. We provide employment opportunities for all Nova Scotians facing the sting of stigma.

Many employers are partnering with reachAbility to engage the community, represent their values, and demonstrate commitment to diversity and inclusiveness. We help employers create a workplace culture that is healthy, positive and ahead of the curve through programs such as Diversity Awareness Training.

For Employers:

- Our award-winning DAT (Diversity Awareness Training) gives you, as an employer, opportunities to gain recognition, build a foundation of respect, and expand your employment pool: <https://www.reachability.org/diversity-awareness-training>
- Employment Matchmaking is a great opportunity for you as an employer to engage with communities, represent your core values and gain recognition for your commitment to diversity and inclusiveness: <https://www.reachability.org/employment-matchmaking>
- Opening Doors for Everyone (ODE) is a program created to provide small and medium sized businesses with essential tools and resources to make your business fully accessible and compliant with the Accessibility Act! <https://www.reachability.org/ode>

CONTACT INFORMATION

W. <https://www.reachability.org/>

ATLANTIC CANADA continued

ORGANIZATION

PEI Council of People with Disabilities

PROGRAM DESCRIPTION

The PEI Council of People with Disabilities has adopted as its mission the promotion of the full participation and inclusion of people with disabilities in Island society.

For Employers:

- Abilities@Work Wage Subsidy Program:
<http://www.peicod.pe.ca/admin/userfiles/AbilitiesatWork%20-%20Brochure.pdf>
- Recruiting: We receive job postings from employers and after performing a job-task analysis, qualified individuals with suitable skills are recruited for the position. These applicants are then referred back to the employer. For employers, this means a reduced cost of screening and recruitment
- Work placements can be set up and referrals for wage subsidies can be made.
- Work site assessments are made, along with necessary recommendations. The objective of a work site assessment is to fully understand the needs and wants of the employer. It also provides an opportunity to make suggestions concerning accessibility and meeting the needs of the employee.
- Educate about 'Duty to Accommodate.'
- Assist employers in increasing workplace accessibility.
- On-the-job, one on one support is provided to employees and employers, as required.
- Sensitivity training is provided to employers and employees with the objective to create a respectful, understanding workplace. We conduct awareness sessions about employment of persons with disabilities, including appropriate language, etiquette, human rights and employment equity.
- Job carving is creating a position that doesn't already exist by re-arranging duties of employees. It provides an opportunity to identify tasks that are not already in a specific job description.

CONTACT INFORMATION

W: http://www.peicod.pe.ca/e_services.php

Coalition of Persons with Disabilities – Newfoundland and Labrador

The Coalition is dedicated to educating businesses, organizations, government stakeholders, municipalities, and community leaders about the need and responsibilities for supporting accessibility and inclusion. We are actively involved in initiatives to support and inform government policies and legislation to improve the standard of inclusion in our province. By involving persons with disabilities in our work, we ensure we are identifying gaps and determining solutions grounded in lived experience of disability.

For Employers:

- Training: the COD-NL offers consulting and professional development training services for employers to build organizational capacity for leadership, and to advance inclusion and diversity. Topics include:
 - Disability Awareness Training
 - Emergency Preparedness
 - Customer and Client Service
 - Workplace Safety
 - Barrier-Free Environment

CONTACT INFORMATION

W: <http://codnl.ca/disability-awareness-training/>

ONTARIO AND QUEBEC

ORGANIZATION

Government of Ontario - Accessibility for Ontarians with Disabilities Act (AODA)

PROGRAM DESCRIPTION

The purpose of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) is to ensure that all Ontarians have fair and equitable access to programs and services and to improve opportunities for persons with disabilities. The Act will eventually cover all of these areas: Customer Service Standards.

****All provincially regulated trucking companies located in Ontario are required to comply with the AODA:**

For Employers:

- Accessible Workplace Requirements: <https://www.aoda.ca/accessible-workplaces/>
- Training Resource for Small Businesses and Organizations: <https://www.aoda.ca/training-resource/>
- How to Make Information Accessible: <https://www.aoda.ca/how-to-make-information-accessible/>
- Completing Your AODA Compliance Report: <https://www.aoda.ca/completing-your-accessibility-compliance-report/>

CONTACT INFORMATION

W: <https://www.aoda.ca/>

Employer's Toolkit: Making Ontario Workplaces Accessible to People with Disabilities, 2nd Edition

This fully accessible toolkit was created to help Ontario employers tap into a vibrant and underutilized labour pool—people with disabilities—and to help employers meet and exceed the Accessibility Standard for Employment under the AODA. The toolkit includes resources such as checklists, tips and techniques, links to other resources, case studies (business profiles), and hints for small businesses to help employers implement accessible employment strategies and practices.

CONTACT INFORMATION

W: https://www.conferenceboard.ca/docs/default-source/pdf_downloads/7159_accessibilitytoolkit-2015_rpt.pdf?sfvrsn=a98e7013_2&pdf=toolkit

Ontario Workplace Inclusion Program (OWIP)

The Ontario Workplace Inclusion Program (OWIP) supports job seekers with disabilities find work in the Durham region. Partnering with OWIP gives you access to motivated and qualified employees who fit your workplace needs.

OWIP staff work with employers to understand your business and recruitment needs. We save you time, money and energy by connecting you with pre-screened, qualified and job-ready candidates.

Recruitment and Hiring:

- recruit pre-screened, skilled, qualified and highly motivated candidates gain expert assistance regarding the employment of persons with disabilities

Wage Subsidy:

- access our wage subsidy program to subsidize training costs during the probationary period

The Bottom Line: Employers who have not included diversity and inclusion into their strategic planning are not accessing the talents, resources and markets of persons with disabilities.

CONTACT INFORMATION

2 Simcoe Street South, Unit 500, Oshawa ON L1H 8C1

W: <https://www.ccrw.org/programs-and-services/ontario-workplace-inclusion-program/>

ONTARIO AND QUEBEC continued

ORGANIZATION

Link Up Employment Services for Persons with Disabilities

PROGRAM DESCRIPTION

Our Vision is to provide the best employment services, for all persons with disabilities. Link Up is committed to providing the highest standard of service to job seekers with disabilities through:

- Coordination of the access of persons with disabilities to the full range of available employment programs, services and opportunities across the province of Ontario, with special focus on the Greater Toronto and York Region communities.
- Development and delivery of programs and services to address gaps and meet consumer needs and demands in collaboration with our community and labour market partners.

For Employers:

- Conduct thorough evaluation of each job candidate's skills and competencies, educational background and experience before referral for any position.
- Access to our large database of qualified job seekers, including persons specialized in web design, network administration, computer programming, bookkeeping and accounting, office administration, customer service, warehouse work, machine operation, truck driving and numerous other fields.
- Access to our Corporate Partnership Program, an internship program that allows job seekers to gain work experience and you an opportunity to evaluate and preview job seeker skills and abilities.
- Assessment for and funding of special needs accommodations – assistive devices, workplace modifications, specialized software, sign language interpreters, job coaching and other accommodations that may be required by your new employee.
- Continued access to support, assistance and interventions from Link Up after hiring.
- Arrangement of seminars and information sessions on disability-related issues – methods to recruit and retain qualified persons with disabilities, information on how an accommodation can enable a disabled job seeker, tips on how to achieve compliance with Federal Contractor Program requirements.

CONTACT INFORMATION

W: https://www.linkup.ca/e_service.html

Accessibility Works

Accessibility Works was designed by the Ontario Chamber of Commerce to help businesses across the province be informed about their responsibilities under the Accessibility for Ontarians with Disabilities Act (AODA).

Accessibility Works offers training that will help organizations in Ontario develop an accessibility plan. We will come to your community and provide a one-hour workshop with everything that you need to know about your accessibility requirements. You can also participate in one of our one-hour, online interactive sessions.

To learn more about accessibility in Ontario and what your business needs to do to comply, visit www.ontario.ca/accessibility.

ONTARIO AND QUEBEC continued

ORGANIZATION

PROGRAM DESCRIPTION

In collaboration with your local chamber of commerce or board of trade, we can help your business develop a plan to ensure that you are meeting your requirements in two ways:

- **Workshops:** We will come to your community and provide a one-hour workshop with everything that you need to know about your accessibility requirements.
- **Webinars:** This one-hour, online interactive session is your chance to learn what you need to know about Ontario's accessibility laws.

CONTACT INFORMATION

W: <http://www.occ.ca/accessibility-works/>

Career Edge

Graduates with Disabilities Internship Program

Employers can apply to hire an intern through this program that has launched the careers of more than 600 graduates with disabilities through paid internships across 50 organizations in Ontario.

To register or to hire an intern: <https://ceportal.careeredge.ca/en/employers/registration>

CONTACT INFORMATION

W: <https://www.careeredge.ca/>

SPHERE (Quebec)

SPHERE (Support for People with a Handicap Exploring the Road to Employment) is one of the major pan-Canadian non-profit organizations whose mission is to foster labour market integration of people in a professional disability situation, as a result of a particular physical, mental or intellectual condition.

We are experts in coordinating employment integration projects for people with disabilities since 1997. Take advantage of our free and adapted professional services! We create customized solutions to meet your manpower needs:

- Classroom training with internship in a company;
- Corporate training;
- Work-study program.

For Employers:

- Project Coordination
 - Requirements analysis and creation of customized solutions
 - Partnership required for recruitment, training, support and monitoring in the workplace
 - Support before, during and after the project
- Financial assistance
 - Coaching during training and in the workplace
 - Adapted equipment and work station
 - Professional fees, interpretation, transportation, accommodation and other
 - Salaries and employers related costs

CONTACT INFORMATION

W: <https://sphere-qc.ca/en/services/employers/>

ONTARIO AND QUEBEC continued

ORGANIZATION

**L'Étape –
Employment
Services for People
with Disabilities**

PROGRAM DESCRIPTION

From Recruitment to Employment Integration and Retention

At L'ÉTAPE, we do much more than simply recruiting staff. We offer our support to businesses or organizations by on-the-job coaching to people to ensure their job integration is successful. Our role is to ensure employment maintenance of the people we place.

For Employers:

- Access to a comprehensive bank of applicants capable of filling jobs in various sectors of activity
- Guidance and on-the-job coaching of the new employee
- Information and awareness session to your personnel
- If needed, assessment and adaptation of the workstation

Services are available to employers free of charge.

CONTACT INFORMATION

Montreal: 1001, De Maisonneuve blvd East, suite 527, Montreal, QC H2L 4P9

P: 514-526-0887 **Bell Relay:** 1-800-855-0511 **ATS:** 514-526-6126 **E:** letape-laval@letape.org

W: labourgade@letape.org

Laval: 1435, St-Martin blvd West, suite 400, Laval, QC H7S 2C6

P: 450-667-9999 **Bell Relay:** 1-800-855-0511 **ATS:** 450-667-5924 **E:** letape-laval@letape.org

W: <http://letape.org/en/employer-zone/>

La Relance

La Relance offers a range of complementary services for employers, notably through our Specialized Service for People with Disabilities (SSPD) and our business Outaouais Qualifié.

For Employers:

- **Specialized Service for People with Disabilities:** The Specialized Service for People with Disabilities offers a range of services to employers interested in hiring a person with one or more functional limitations, such as physical or intellectual disabilities or mental health issues. The SSPD helps employers:
 - Promote social inclusion and diversity in the workplace;
 - Hire people who are known to be dedicated, dependable and competent;
 - Take advantage of a complete range of services to ensure the integration and retention within your organization of an employee with a functional limitation;
 - Benefit from special programs (e.g., workplace adaptation and accessibility) and government funding.
- **Outaouais Qualifié:** provides support at every stage of the hiring process, including defining the position to be filled and recruiting and screening candidates. Participating employers can also post job offers on our website free of charge <https://larelance.ca/en/outaouais-qualifie/>

CONTACT INFORMATION

270 Des Allumettières Blvd., Gatineau, Quebec J8X 1N3

P: 819-770-6444 **E:** info@larelance.ca **W:** <https://larelance.ca/en/your-services/>

ONTARIO AND QUEBEC continued

ORGANIZATION

L'Arrimage Inc.

PROGRAM DESCRIPTION

Do you need motivated candidates to work in your company? If so, you can benefit from L'Arrimage's specialized services. We offer a job placement service and work integration support.

For Employers:

- Free services
- Reference and information services
- Preselection of candidates
- Negotiation of subsidies for integration into work and support of requests
- Long-term support for worker and employer
- Company follow-up: our advisors help negotiate working conditions that will appeal to companies and workers
- Negotiation of workstation adaptations
- Interventions for the maintenance and integration into employment
- Availability of counselors to answer questions
- Our counselors travel in companies to follow up
- Skilled labor

CONTACT INFORMATION

1274 Jean Talon Street East, Suite 204, Montreal, Quebec H2R 1W3

P: 514-389-9393 **E:** infos.mtl@larrimage.ca **W:** <http://www.larrimage.ca>

Workforce Action Inc.

Workforce Action Inc. is a non-profit corporation whose mission is to update the socio-economic integration of disadvantaged people in terms of employment. The corporation currently administers two specialized labor services, namely: Workforce Action, which addresses people with intellectual limitations, as well as Employment!, which serves people with Autism Spectrum Disorder – ASD.

For Employers:

- Job analysis to pre-select potential candidates
- Individual employee coaching
- Assessment for and potential access to financial assistance
- Staff awareness and supervisor training

CONTACT INFORMATION

3320, boul. Rosemont, Montreal, Quebec H1X 1K3

P: 514-721-4941 **E:** info@actionmaindoeuvre.ca **W:** <http://www.actionmaindoeuvre.ca>

ONTARIO AND QUEBEC continued

ORGANIZATION

**SDEM SEMO
MONTÉRÉGIE –
Employment and
job placement
services for people
with disabilities**

PROGRAM DESCRIPTION

The SDEM SEMO Montérégie seamlessly integrates two organizations that for more than 35 years have helped more than 20,000 disabled people find jobs in hundreds of businesses and organizations. Present in 9 cities of the Montérégie region, the SDEM SEMO Montérégie is the link between people with disabilities wishing to integrate into the workplace and organizations looking for motivated and successful employees who have received relevant and adapted training, to their abilities.

For Employers:

- **Pre-employment Services:** Portrait of the company and identification of manpower requirements; Presentation of the employability profile of the disabled person; Job Analysis and the Work Environment; Estimation of needs and identification of accommodation measures; Evaluation of the type of placement (internship or employment with or without grant)
- **Hiring:** Signature of the internship/work contract; Determining a start date; Creation of the trainee / employee file; Development of the skills acquisition plan
- **On-Boarding:** Introduction to the culture and values of the company; Awareness of regulations and working conditions; Presentation of the trainee/employee on the work team; Awareness of management staff; Identification of a resource person; Accompaniment and implementation of the skills acquisition plan
- **Integrating:** Trainee/employee training (learning tasks and working methods); Implementation of accommodation measures (if necessary); Personalized supervision; Support and evaluation of the skills acquisition plan
- **Retaining:** Performance Evaluation and Feedback; Follow-up of the skills acquisition plan; Skills and employability development; Management and renewal of grant programs (depending on the type of placement); Intervention, advice and support

CONTACT INFORMATION

365 Saint-Jean Street, Suite 125, Longueuil, Quebec J4H 2X7

P: 450-646-1595 / 1-800-646-6096 **TTY:** 450-674-2669 / 1-888-819-7239

E: semo@sdem-semo.org **W:** <http://www.sdem-semo.org>

SEMO – Mauricie

The valuation of diversity

The challenge is to facilitate a work space where everyone is valued for its merits beyond its differences.

For Employers:

- Post a Job Offer: <http://semo-mauricie.org/employeur/offre-demploi/>
- Find an Employee: <http://semo-mauricie.org/employeur/trouver-un-employe/>

CONTACT INFORMATION

580 Barkoff Street Suite 110, Trois-Rivières, Quebec G8T 9T7

P: 819-379-8242 **E:** semo.mauricie@videotron.ca **W:** <http://semo-mauricie.org/>

ONTARIO AND QUEBEC continued

ORGANIZATION

SEMO – Gaspésie-Les-Îles

PROGRAM DESCRIPTION

SEMO Gaspésie Les Îles is a free, specialized advisory service for people with functional limitations restricting their access to labour market.

For Employers:

- Professional services tailored to your needs, including:
 - Job identification and job analysis;
 - Preselection of candidates
 - Adaptation of workstations;
 - Support to benefit from financial compensation measures, where required;
 - Intervention plan for personnel supervising the employee;
 - Individual follow-up in employment for several months;
 - Information and awareness session for your staff
- Employer Toolkit with various resources (in French): <https://www.semogim.org/boite-a-outils>
- Programs and Measures: <https://www.semogim.org/programmes-et-mesures>

CONTACT INFORMATION

473 boul. Perron, local 35, PO Box 102, Maria (Quebec) G0C 1Y0
P: 1-800-883-5187 ext: 70 **W:** <https://www.semogim.org/about>

SEMO Côte-Nord

We offer employability services to people far away from the job market due to various issues. They may be individuals with functional limitations of a physical, motor, organic, neurological, intellectual, sensory or psychological nature.

For Employers:

- SEMO Côte-Nord counts among its participants people offering skills and talents. As employers you could benefit from a quality workforce. Services include:
 - Selection and presentation of candidates according to your needs and requirements;
 - Information and access to wage subsidies;
 - Paid internships;
 - Advice and financial assistance for job adaptation, accessibility, equipment, training and other special needs;
 - Follow-up after hiring.
- SEMO Côte-Nord offers businesses customized services tailored to specific labor needs:
 - Information on specialized placement services, qualification of the workforce, access to wage subsidies;
 - Information on aspects of work integration of participants;
 - Advice and financial assistance concerning the adaptation of workstations, accessibility and equipment;
 - Reference of candidates able to meet the needs of the employer;
 - Integration monitoring services.

CONTACT INFORMATION

1191, boul. Laflèche, Baie-Comeau (Québec) G5C 1E1
P: 418-589-9034 **E:** semocn@globetrotter.net
W: <https://www.semocn.qc.ca/services/services-aux-employeurs.html>

ONTARIO AND QUEBEC continued

ORGANIZATION

SEMO CENTER-DU-QUÉBEC

PROGRAM DESCRIPTION

An organization, in collaboration with Emploi-Québec, which offers assistance services for the insertion or reintegration into employment of persons with physical, intellectual, sensory or psychological limitations. For more than 20 years, we have been promoting the integration, reintegration and retention of people who face professional barriers.

For Employers:

- Information and awareness in the workplace
- Referral of candidates
- Adaptation of workstations
- Support, adaptation and maintenance
- Technical support for the coaching and training of the employee in his task
- Individualized monitoring for several months
- Information on access to available grants

CONTACT INFORMATION

50 Dunkin Street, Suite 303, Drummondville, Quebec J2B 8B1

P: 819-478-4277 **E:** semocentreduquebec@semocq.com

W: <http://www.semocq.com/index.php/vous-etes-employeu/>

Manpower Support Services

Since 1997, our mission is to welcome and support young adults aged 16-35, without any form of discrimination, in their efforts to develop their employability, whether through a return to school, job integration, by youth entrepreneurship or any other project, with the aim of improving their living conditions and contributing to the dynamism of the community

For Employers:

- Subsidized programs to support the hiring of people with disabilities, including: salary subsidies, adaptation of workstations, accessibility of workplaces, and integration and job retention.
- Dissemination of job offers through message board, job board and social media
- Diversity management
- Support for writing job offers
- Recruitment support

CONTACT INFORMATION

85 Saint-Jean-Baptiste Street, Baie-Saint-Paul (Quebec) G3Z 1M5

P: 418-435-2503 / 1-888-882-7784 **E:** appui@charlevoix.net

W: <http://www.cje-appui.qc.ca/services/employeurs/>

ONTARIO AND QUEBEC continued

ORGANIZATION

EquiTravail

PROGRAM DESCRIPTION

ÉquiTravail's mission is to promote integration, reintegration and retention in the labor market. EquiWorks services are for people who face barriers due to mental health issues, intellectual limitations, or autism spectrum disorder (ASD).

For Employers:

- Information and awareness meeting
- Business visits
- Follow-up of the participant's steps with the employer
- Selection and reference of the right candidate
- Accompaniment to the first interview if necessary
- Eligibility verification and request for financial support to promote employment integration
- Development of adaptations to work integration
- Development of accommodation measures
- Follow up on the candidate during the integration into employment

CONTACT INFORMATION

210, boul. East Charest, 6th Floor, Quebec, Quebec G1K 3H1

P: 418-529-5557 **E:** equi@equitravail.com **W:** <https://equitravail.com/services-aux-employeurs>

SSMO L'ÉLAN

Élan is an organization that provides employment assistance services to people with disabilities, as well as support for employers in the process of integrating or retaining a person with a disability within their team.

For Employers:

- Information on services and programs
- Awareness raising to promote access to employment
- Assistance in the process of selection and integration into employment
- Analysis and layout of tasks
- Interventions with partners to adapt workstations 1
- Implementation of accommodation measures, if applicable
- Salary support if necessary
- Monitoring and evaluation of the worker in a company
- Support for the acquisition of skills
- Support to the employer to help maintain employment

CONTACT INFORMATION

320, rue Saint-Germain Est, bur. 600, Rimouski (Québec) G5L 1C2

P: 418-723-7658 **W:** <http://ssmo-elan.net/services/services-aux-employeurs>

MANITOBA AND SASKATCHEWAN

ORGANIZATION

Society for Manitobans with Disabilities (SMD)

PROGRAM DESCRIPTION

SMD's Community Education and Training program has been helping schools, governments, corporations, non-profit organizations and others rethink their involvement of people with disabilities in day-to-day operations and long-term plans

For Employers:

- Accessibility for Manitobans Act - Accessible Customer Service Standard Training
- Disability Awareness
- The Intersection of Culture and Disability
- Facilitating Groups

The EPC can assist employers in the areas of recruitment, hiring and on-site support for persons with disabilities by: matching candidates to specific jobs; supporting HR departments in hiring; providing information re: workplace accommodations; providing on site support to ensure job success.

CONTACT INFORMATION

W: <https://www.smd.mb.ca/smd-services/community-education-and-training>

W: <https://www.smd.mb.ca/smd>

A.I.M for Work

A.I.M. (Achievement, Independence, and Motivation) for Work is a community-based Vocational Rehabilitation program for people with a chronic illness or physical disability. The program is funded by Government of Canada and Manitoba Competitiveness, Training and Trade.

For Employers:

- We assist employers by pre-screening a selection of qualified candidates and can perform an assessment of workplace and basic ergonomic needs. We can help the employer explore funding opportunities, such as Targeted Wage Subsidies, which can offset the cost of hiring and training new employees.

CONTACT INFORMATION

367 Eveline St, Selkirk, MB R1A 1N2

P: 204-482-2130

Connect Employment Services Inc.

Connect Employment Services Inc. is a not-for-profit employment service for adults with intellectual disabilities. Our mission is to support people with intellectual disabilities to work and participate in the community. Our philosophy is that all people deserve the opportunity to work and participate in the community, where they are respected and rewarded for their efforts, skills and accomplishments.

For Employers:

- Connect supports businesses to recruit, hire and retain employees with intellectual disabilities through the following services: recruitment, interview support, job structuring and accommodations, on-site job training and long-term follow-up support.

CONTACT INFORMATION

188 Goulet Street, Winnipeg, MB R2J 1T6

P: 204-474-1959 **W:** <http://www.connectemployment.ca/>

MANITOBA AND SASKATCHEWAN continued

ORGANIZATION

Eastman Employment Services

PROGRAM DESCRIPTION

Eastman Employment Services (EES) is a not-for-profit that connects employers to job seekers with diverse abilities. We offer the supports necessary for successful connections. EES assists individuals who have had difficulty accessing the job market to obtain and maintain paid employment in the community. We provide support to employees and employers in order to achieve mutually beneficial partnerships.

For Employers:

- We offer assistance and consultation to employers and provide resources necessary to ensure successful integration. We also strive to maintain on-going communication and support. "Creating Partnerships that Work"

CONTACT INFORMATION

395 Main Street, Steinbach, MB R5G 0E1

P: 204-326-4099 **W:** <https://eastmanemployment.com/>

Opportunities for Employment

We are a not-for-profit organization supporting persons 18 years and over who are living with diagnosed disabilities and who are currently receiving EIA disability benefits and/or have an open file with Vocational Rehabilitation find meaningful work, training and volunteering opportunities.

For Employers:

- We offer presentations to employers on the effectiveness and benefits of using the Stages of Change model as well as screen applicants and provide job coaching and support to employees before and after they begin their job. On-site and telephone support visits are available as well.

CONTACT INFORMATION

294 Portage Ave 3rd floor, Winnipeg, MB R3C 0B9

P: 204-925-3190 **W:** <https://ofe.ca/employers/>

Reaching E-Quality Employment Services (REES)

Mission: To promote, facilitate and maintain the employment of people with disabilities or health conditions by providing diverse and customized employment, training and consultation services.

Vision: REES continues to be recognized as the premiere innovative and progressive employment service for people with disabilities and employers in the community.

For Employers:

- REES offers a variety of workshops related to Disability Awareness, Job Accommodation, Duty to Accommodate, and Hiring and Managing Persons with Disabilities. We customize to your specific workplace needs. We provide employers with a reliable and screened source of motivated and skilled workers to meet your human resource needs.

CONTACT INFORMATION

305 - 1200 Portage Avenue, Winnipeg, MB R3G 0T5

P: 204-947-1609 **W:** <http://www.re-es.org/employers/how-it-works/>

MANITOBA AND SASKATCHEWAN continued

ORGANIZATION

SCE LifeWorks

PROGRAM DESCRIPTION

It is the mission of SCE LifeWorks to support people labelled with intellectual disabilities to work and participate in the community. Our philosophy is that we believe that all people deserve the opportunity to live and work in the community where they are respected and rewarded for their efforts, skills and accomplishments. We are committed to person-centred, community-based services, and serve people with a wide variety of abilities.

For Employers:

- SCE LifeWorks provides on site training of the people we support to help that employee learn their job (at no cost to the employer). We also provide follow up support and are happy to help an employee learn a new task if their role expands over time. An employment consultant is designated a lead and is just a phone call away if there are any questions or concerns. That employment consultant will also touch base from time to time to ensure that the employee's and employer's needs are met.

CONTACT INFORMATION

227 - 530 Century Street, Winnipeg, MB R3H 0Y4

P: 204-775-9402 **W:** <http://www.lifeworks.mb.ca/>

Segue Career Options

Our vocational program uses a unique approach by focusing on the strengths of an individual in order to facilitate success in the workplace. The program concentrates on goal setting with its participants in achieving their objectives. Through the use of this approach, the movement of the participants from their current state to one further along the continuum to meaningful employment is made as smooth and stress free as possible. This transition is very aptly described by the word Segue and it is for this reason that it was chosen.

For Employers:

- Community Based Training and /or Agency Based Training Provides work training within the vocational interest of the participant. Work experiences are obtained to either explore vocational interests or for job placement if the participant is successful. The participant is supported, if needed, through job coaching, liaison between the employer and the participant, job adaptation, etc. Academic upgrading, Employability Skills Class and generic job skills development are offered at Segue.

CONTACT INFORMATION

Box 435, 309 Main Street, Winkler, MB R6W 4A6

P: 204-325-8988

STEPS _ SAIR Training & Employment Placement Services

Steps specializes in assisting people living with mental health, emotional or learning issues to identify, obtain and maintain employment. Employment Training Specialists assist participants by providing vocational evaluations, assessments, community-based work experiences, supported job searches and support during the transition to successful employment.

For Employers:

- Steps plays an important role in meeting employers' human resource diversity needs by preparing people to become reliable and productive employees. Assistance is also provided to employers who need information or training on effective supervision or job coaching techniques including workplace accommodations when needed.

CONTACT INFORMATION

1-201 Scott Street, Winnipeg, MB R3L 0L4

P: 204-474-2303 **W:** <http://steps2work.ca/>

MANITOBA AND SASKATCHEWAN continued

ORGANIZATION

Trailblazers Life Choices Inc.

PROGRAM DESCRIPTION

We are a non-profit organization which supports adults living with disabilities to find work experience, volunteer placements, and meaningful employment within the community. Our programs provide a variety of employment, social, and life related services in a supportive setting.

For Employers:

- We provide referrals of motivated job-seekers with the skills and abilities to meet employer's needs. Our job coaches provide ongoing support with training and skill development throughout employment to encourage job retention. We provide support to employers and opportunities to form relationships with Trailblazers and other employers.

CONTACT INFORMATION

Unit 8 - Autumnwood Drive, Winnipeg, MB R3L 1C3
P: 204-257-0813 **W:** <http://tlcwpg.ca/>

Westman Employment Services Inc.

Westman Employment Services Inc. offers employment assistance to a broad group of people with multiple barriers that may include one or a combination of cognitive, social, physical, mental health and learning disabilities.

For Employers:

- Provide essential skill development for employment preparation, providing job development to meet individuals' strengths and employer needs, arranging and/or providing on-site job accommodations and supports, providing follow-up supports to facilitate job retention.

CONTACT INFORMATION

#4 - 217 10th Street, Brandon, MB R7A 4E9
P: 204-727-2322 **W:** <http://cciwestman.ca/getting-involved/>

Saskatchewan Voice of Persons with Disabilities Inc.

Saskatchewan Voice of People with Disabilities is a community-based organization that promotes inclusion and addresses concerns affecting the lives of people with disabilities.

For Employers:

- Public Education Presentations: We provide organizations, schools, governments and businesses an opportunity to learn about the social and economic barriers people with disabilities experience on a daily basis. Topics vary from domestic violence and abuse, accessibility, employment and other topics as requested.
- Disability Awareness Simulation Workshops: We provide 1/2 day or full day workshop, a snapshot of living with a disability, filled with dialogue and activities. Each workshop is unique to the participants environment at work or at school.
- Accessibility Audit: We offer audits to businesses, public buildings and developers to determine how accessible their establishments are to persons with physical and sensory disabilities. The results of the audits are shared with business owners, who are encouraged to make their premises more accessible. We are not affiliated with any authority on minimum building code standards or requirements, however we are familiar with the standards in the province of Saskatchewan: <http://saskvoice.com/about/programs-services/>

CONTACT INFORMATION

W: <http://saskvoice.com/>

MANITOBA AND SASKATCHEWAN continued

ORGANIZATION

EmployLink

PROGRAM DESCRIPTION

Whether you are a Job Seeker, Employer, Educator or Employment Professional, this website is meant to help you in the journey of Supported Employment!

EmployLink connects Job Seekers of all abilities to jobs through Supported Employment programs in Saskatchewan.

EmployLink Members are Employment Professionals that work to get Job Seekers to prepare for, obtain and maintain employment in their communities. EmployLink Members work directly with businesses in their local communities.

As an Employer, EmployLink can help you get qualified, skilled employee.

For Employers:

- Connect with Service Providers and Employment Professionals that can help you find the employees you need. The Service Provider is there to help both the Employer and employee create a win-win situation.
- Click here to be connected with people who can get you the employees you need:
http://www.employlink.ca/service_providers.html

CONTACT INFORMATION

P: 306-933-0616 **E:** EmployLink@sarc.ca **W:** <http://www.employlink.ca/pages/employer.html>

Partners in Employment Program – SaskAbilities

Partners in Employment, a division of SaskAbilities, provides supported employment services that assist both job seekers with hidden and visible disabilities and employers.

For Employers:

- Finding the right person for the job is not always easy. Partners in Employment services are free to any business, helping employers save time and money, all while finding the right employee. Partners in Employment offers employers assistance by:
 - Identifying and providing suitable candidates
 - Providing interview support
 - Addressing questions about hiring a person experiencing disability
 - Offering training strategies and support
 - Providing on-going support to the employer and employee to ensure employment retention.

Partners in Employment offices are located in Swift Current, Regina, Moose Jaw, Saskatoon and Yorkton.

CONTACT INFORMATION

W: <https://www.saskabilities.ca/programs-services/employment-services/general>

Gary Tinker Association for the Disabled Inc.

Guide to Hiring Persons with Disabilities for Saskatchewan Employers

CONTACT INFORMATION

W: http://www.garytinker.ca/media/pdf/Employer_Guide.pdf

ALBERTA AND BRITISH COLUMBIA

ORGANIZATION

Government of
Alberta - Alis

PROGRAM DESCRIPTION

Hiring Persons with Disabilities – Getting Started Guide

CONTACT INFORMATION

W: <https://alis.alberta.ca/tools-and-resources/resources-for-employers/hiring-persons-with-disabilities-getting-started/>

**Champions Career
Centre - Calgary,
AB**

We are committed to a diverse workforce where individuals are respected, valued and appreciated through Collaboration, Trust, Accountability and Inclusion.

Champions Career Centre was established in 2000 to connect employers with people with disabilities. By working collaboratively with government, companies and local and regional disability organizations, Champions helps the one in eight Albertans with disabilities have full and equal access to career and employment opportunities. Champions helps both clients and employers to overcome workplace challenges to meet diversity standards, create mutually beneficial placements and ensure a positive, supportive workplace environment.

For Employers:

- Diversity and Inclusion for your Workplace:
<http://www.championscareercentre.org/services-for-employers/benefits-of-inclusion/>
- Creating Mentally Healthy Workplaces through Inclusive Conversations Workshops:
<http://www.championscareercentre.org/creating-mentally-healthy-workplaces-inclusive-conversations/>
- Diverse-Ability Team Building Days:
<http://www.championscareercentre.org/services-for-employers/diverse-ability-days/>
- The Share Solution - HR training program and toolkit that guides employers and employees through the disclosure of disability and accommodations to reduce fear, stigma and bias:
<http://www.championscareercentre.org/the-share-solution/>
- Employer Meet and Greet:
<http://www.championscareercentre.org/invited-employer-meet-greet-mosaic-champions/>

CONTACT INFORMATION

Champions Career Centre, Suite 650, 839 – 5th Avenue SW, Calgary, Alberta T2P 3C8
P: 403-265-5374 **TTY:** 403-265-5309 **E:** info@championscareercentre.org
W: <http://www.championscareercentre.org/>

ALBERTA AND BRITISH COLUMBIA continued

ORGANIZATION

**The WORX –
Government of
Alberta**

PROGRAM DESCRIPTION

Where will you find the workers to both replace retiring employees and fill new jobs? The WORX can help.

Projected job growth and workers approaching retirement is driving employers to think more proactively about how they will maintain and grow their labour force. With approximately 1 in 7 Albertans having some kind of disability, employers will need to fully engage this largely untapped labour pool to continue to be competitive.

The WORX has compiled the latest labour force demographic data on the retiring workforce and new job growth projections, by industry, for employers to see how the labour force is changing. Who will fill all these jobs? Now is the right time to expand your diversity definition and recruitment strategy to be more accessible to employees with disabilities.

For Employers:

- Disabilities Defined: <https://theworx.org/?p=1738>
- Legal Viability: <https://theworx.org/?p=1739>
- Let's Make it Work: <https://theworx.org/?p=1740>
- Communications: <https://theworx.org/?p=1741>
- Labour Market: <https://theworx.org/?p=1742>

Services for Employers: The WORX provides a number of services for employers including: workforce consultations, inclusion assessments and strategies; access to job-seekers with disabilities; employer best practice events; staff and leadership training; and company connectors <https://theworx.org/?p=8719>

CONTACT INFORMATION

Northeast Calgary location: 915-33 St. NE, Calgary, AB T2A 6T2

P: 403.273.2822 **E:** info@theworx.org

Downtown Calgary location: #130, 910 – 7th Ave. SW, Calgary, AB T2P 3N8

P: 403.237.5108 **E:** info@theworx.org **W:** <https://theworx.org/?p=1742>

Voice of Albertans with Disabilities

Together, We HOLD the Power! Voice of Albertans with Disabilities (VAD) is dedicated to supporting individuals, organizations, government representatives, schools, business personnel and employers to reduce the barriers and find solutions that prevent full participation.

For Employers:

- **Accessibility Assessments:** Your Accessibility Assessment Experts! Voice of Albertans with Disabilities offers fee for service accessibility assessments to enhance barrier-free access to the built environment. <https://vadsociety.ca/services/accessibility-assessments>

ALBERTA AND BRITISH COLUMBIA continued

ORGANIZATION

PROGRAM DESCRIPTION

- **Business Presentations:** VAD offers disability awareness presentations to all businesses and organizations dealing with the public. Our sessions are geared toward meeting your needs with a flexible approach. These presentations can last from fifteen minutes to a few hours depending on your requirements. Through our Disability Awareness Presentations, participants will develop and gain knowledge in:
 - How to treat and act around a person with a disability
 - Appropriate use of language
 - The meaning of disability and impairment
 - Understanding of people with disabilities rather than myths and misconceptions
 - Attitudes and barriers faced by people with disabilities
 - Disability as a rights issue
 - Programs and services available for people with disabilities<https://vadsociety.ca/pdf/2017-DISABILITY-AWARENESS-flyer.pdf>

CONTACT INFORMATION

W: <https://vadsociety.ca/>

WorkBC

The WorkBC Employer's Tool Kit: A Resource for British Columbia Businesses

Under the Labour Radar: Aboriginal People, Youth, Women and Persons with Disabilities (Booklet 3)
https://www.workbc.ca/WorkBC/media/WorkBC/Documents/Docs/toolKit_Book3.pdf

Employers Engage Persons with Disabilities:

<https://www.workbc.ca/Employer-Resources/Your-Workforce/Employers-engage-people-with-disabilities.aspx>

Learn about Inclusive Hiring:

- Find WorkBC resources and information about hiring people with disabilities:
www.workbc.ca/EmployDiversity

CONTACT INFORMATION

W: <https://www.workbc.ca/Employer-Resources/Your-Workforce/The-Diversity-Advantage.aspx#anchor3>

Presidents Group

BC Businesses of all sizes – small and large – are challenged in finding and keeping good employees. People with disabilities represent an important employee talent pool that is largely untapped. Hiring inclusively can also improve culture and increase retention. 90% of consumers prefer companies that employ people with disabilities. Embracing an accessible and inclusive workplace is just good business.

- Small Business Resources: <http://www.accessibleemployers.ca/resources/small-business-resources/>
- Large Business Resources: <http://www.accessibleemployers.ca/resources/large-business-resources/>

Read more about B.C. employers' experiences with starting accessibility initiatives, their successes, challenges and lessons learned: <http://www.accessibleemployers.ca/case-studies/#>

Consider hiring people with disabilities? Read the compelling business case:
<http://www.accessibleemployers.ca/business-case>

CONTACT INFORMATION

W: <http://www.accessibleemployers.ca/>

ALBERTA AND BRITISH COLUMBIA continued

ORGANIZATION

PROGRAM DESCRIPTION

Open Door Group

Open Door Group's free customized employer services takes you from start to finish, wherever you are with your talent needs. Each year, we connect hundreds of businesses of all sizes and industries to the talent they need, from urban centres to rural communities.

Our team can do it all. Whether you're a small business trying to make your HR budget go further, a large business trying to improve your workplace diversity, or anything in between, our team creates customized solutions to fit your needs.

CONTACT INFORMATION

W: <https://www.opendoorgroup.org/>

Inclusion BC - Ready, Willing and Able

Ready, Willing & Able is working with businesses and employment agencies across BC, helping them diversify their workplaces and tap into a labour market that has historically gone unnoticed. Get in touch with us today and learn more about hiring people with intellectual disabilities and autism who are Ready, Willing & Able to work.

CONTACT INFORMATION

W: <http://www.inclusionbc.org/ready-willing-and-able>

Disability Alliance of BC

Our mission is to support people, with all disabilities, to live with dignity, independence and as equal and full participants in the community. We champion issues impacting the lives of people with disabilities through our direct services, community partnerships, advocacy, research and publications.

For Employers:

- DABC provides workshops across BC to share information on provincial and federal (CPP-D) disability benefits, the Registered Disability Savings Plan (RDSP), Disability Tax Credit (DTC), income tax filing and emergency preparedness.
- Most of our workshops are provided free of charge. However, we ask that a minimum of ten participants be confirmed for workshops outside of Metro Vancouver.
<http://disabilityalliancebc.org/program/workshops/>

CONTACT INFORMATION

W: <http://disabilityalliancebc.org/>

For more information visit
www.truckingHR.com:

720 Belfast Road, Suite 104
Ottawa, ON K1G 0Z5

613-244-4800
theteam@truckinghr.com

