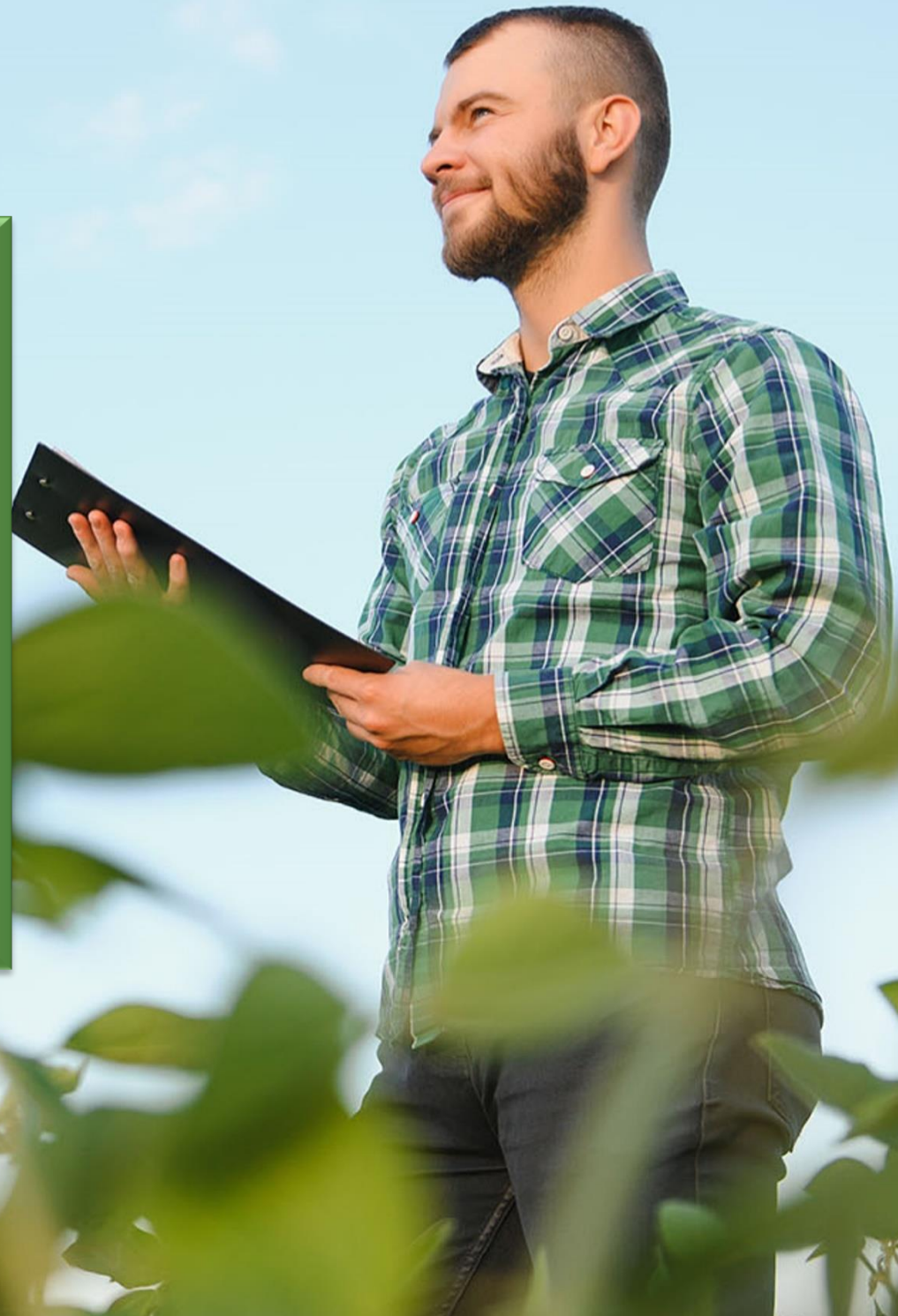




Directory for Employers Hiring People with Disabilities



About ECO Canada

Environmental Careers Organization (ECO Canada) is a not-for-profit corporation established in 1992 as part of Canada's Sector Council Initiative. ECO Canada is focused on identifying, communicating, and meeting the needs of environmental practitioners, employers, educators, and students. Its vision is to build the world's leading environmental workforce.

ECO Canada has supported Canada's environmental workforce by establishing professional development resources, training programs and educational partnerships, conducting in-depth labour market research and providing the largest industry-specific job board.

ECO Canada's programs and services are developed through strong national partnerships, consultative strategic planning, and ongoing labour market research. Its labour market research provides valuable insights into environmental career trends, which can be used by governments, educators, youth, and industry partners to make decisions and formulate strategies. To learn more, please visit www.eco.ca.

Acknowledgments

This resource was made possible through funding provided by Canadian Association for Supported Employment (CASE). Their support is much appreciated.



Individuals or organizations interested in contributing to a future directory can send a request to Research@eco.ca.

Disclaimer

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Introduction

The creation of this toolkit is driven by the acknowledgement of two primary ideas, 1) the environmental sector is experiencing significant hiring difficulties, with a lack of qualified candidates in the labour pool, and 2) the recognition that individuals with disabilities represents a large and diverse untapped workforce that can meet and fulfill these labour needs. Individuals with disabilities bring unique perspectives and invaluable insights to the table, having navigated and overcome a range of challenges that enrich their understanding of diverse needs and solutions. Their lived experiences and expertise are critical in shaping inclusive practices, driving systemic change, and fostering environments where all individuals can thrive. In a world increasingly recognizing the importance of equity and accessibility, this directory aims to promote supported employment organizations that provide assistance to employers, helping them find and support skilled workers with disabilities.

This toolkit serves multiple key purposes:

- **Enhancing Community Partnerships:** This toolkit acts as a first-step connector between the environmental sector and job-seeking individuals who face disabilities. Many of the organizations listed below in the toolkit are regional or community-based organizations. Collaboration with them will not fulfill your business and labour needs but will also foster a relationship between your organization and the local community in which you operate.
- **Fostering Dignity, Accessibility, and Diversity:** By hiring and working with individuals with disabilities, the jobs created foster dignity and meaning for people who frequently face many challenges and barriers to employment and finding meaning in day-to-day life. Societal accessibility is also enhanced by this process, increasing workplaces and peoples' understanding of what accessibility means, how it manifests in day-to-day life, and improving general accessibility in society. Hiring individuals with disabilities also expands the diversity of perspectives within your organization, fostering different approaches, innovation, and business resilience.
- **Addressing the Environmental Sector's Labour Shortage:** By facilitating the employment of individuals with disabilities, this toolkit will clear the way for addressing the current labour and hiring challenges currently faced by the Canadian environmental sector.
- **Supporting Economic Development:** Employing individuals with disabilities directly contributes towards their self-determination and financial independence. Increasing people's access to money while decreasing reliance on societal supports contributes to overall economic growth and community wellbeing. Simultaneously, addressing the current labour and hiring challenges faced by the Canadian environmental sector will enable and unleash the growth potential of the industry, increasing prosperity, and improving economic and environmental outcomes.

Canada

Canadian Council on Rehabilitation and Work (CCRW)

<https://ccrw.org/>



Services in English and French.

CCRW is a national not-for-profit organization that exists to promote and support meaningful and equitable employment of persons with disabilities.

The CCRW offers job search assistance, employer incentives, accommodation assessments, consulting services, and a variety of workshops. Additionally, CCRW provides a range of services for employers, from consulting, to hiring and retention, and disability confidence training.

Whether you are a job seeker living with a disability or an employer looking to tap into a talented pool of candidates, CCRW will partner with you to meet your unique needs and help you succeed.

Their services for employers include:

- Recruitment of skilled and motivated candidates for open positions.
- Ongoing support with employment of a CCRW candidate includes:
 - Job coaching
 - Awareness training
 - Accommodation & adjustment supports
 - Performance support
 - Financial resources

Neil Squire Society

<https://www.neilsquire.ca/>



The Neil Squire Society has been revolutionizing the lives of Canadians with disabilities since 1984 through accessible technology. Their work is focused on four distinct areas: Innovation, Digital Literacy, Employment, and Assistive Technology.

They help employers by:

- Connecting employers with qualified candidates
- Providing ongoing support
- Identifying clients who may be eligible for a wage subsidy

March of Dimes Canada (MODC)

<https://www.marchofdimes.ca/>

<https://www.modcemploymentservices.ca/services/>



Services in English and French.

MODC aims to provide community-based rehabilitation services and resources across the country to people with physical disabilities. They offer many different programs (outside of employment). Their employment specific services to connect employers to skilled and qualified candidates are:

- Recruiting, hiring and training staff (including on-the-job coaching if required)
 - Developing a job description
 - Screening candidates
 - Conducting interviews
 - Providing job training and on-the-job support
- Offering additional information (over and above a resume) about the candidate to make your decision easier
- Accessing a diverse pool of pre-screened, qualified candidates
- Finding qualified applicants quickly and efficiently
- Providing information and training for employers and staff to break down the myths of working within an inclusive workforce

[Ready, Willing, and Able \(RWA\)](https://readywillingable.ca/)

<https://readywillingable.ca/>

READY WILLING & ABLE

Services in English and French.

RWA is designed to increase the labour force participation of people with an intellectual disability or on the autism spectrum. It is a national initiative of Inclusion Canada, Canadian Autism Spectrum Disorders Alliance (CASDA), and member organizations committed to helping Canadian employers find ideal candidates who are readily equipped to enter the workplace. Since 2014, Ready, Willing & Able has been working to increase the employment rate of individuals with an intellectual disability and autism spectrum disorder by engaging employers and raising awareness about the value of hiring people with an intellectual disability.

Ready, Willing & Able is connecting qualified candidates to progressive employers who have vacancies to fill, supporting employers through the hiring process and beyond to ensure the best fit for both the company and the candidate. Through the initiative, job seekers find jobs that align with their strengths, and employers gain talented and productive employees who enhance their bottom line.

RWA provides:

- Information about why hiring a person with an intellectual disability and/or on the autism spectrum is good for business
- Individualized assistance to help employers become more inclusive
- Assistance in identifying suitable candidates with an intellectual disability and/or on the autism spectrum to address the employer's needs in your company
- Disability awareness information and training for the employer's current staff
- Direct connections to community agencies that provide employment-related services and support to job seekers with an intellectual disability and/or on the autism spectrum
- Individual on-the-job support for the employee to do their job effectively, including disability-related accommodations if and as necessary
- Connections to other employers who have hired individuals with an intellectual disability and/or on the autism spectrum
- Connections to available research, best practices and expertise in the field of inclusive labour markets

CAN WiN

<https://www.canadianpartnerswin.ca/>

Services British Columbia, Alberta, Saskatchewan, Manitoba, and Ontario.

CAN WiN helps employers meet workforce needs by connecting job seekers with disabilities to accessible employers across British Columbia, Alberta, Saskatchewan, Manitoba, and Ontario.

They help employers with recruitment support (job matching) and retention support (assistance with workplace adaptations or adjustments if needed).



Alberta

Goodwill Industries of Alberta

<https://www.goodwill.ab.ca/>



Goodwill is a social enterprise, providing individuals with disabilities or barriers the opportunity to enhance their lives through meaningful employment.

Some services they provide:

- Job Posting
- Advertising
- Interviews
- Selection
- Onboarding
- Orientation
- Ongoing Employment Coaching

The Spectrum Advantage

<https://thespectrumadvantage.com/>



Serves the Calgary area only.

Spectrum Advantage was created as a response to the need for employment experience for individuals with autism between the ages of 18 and 30. Spearheaded by Autism Calgary, and the generous funding of the Government of Canada as well as the Sinneave Family Foundation, this groundbreaking program, (the only one of it's kind in Canada) opened it's doors in May of 2014.

The Spectrum Advantage manages the entire recruitment process and provides appropriately skilled employees at no cost to employers, and provides four-week classroom training to give young professionals the tools they need to become successful employees.

Other services include:

- Specialized training
- Offset training costs
- Employment coaching
- Autism 101 workshop

Selections Career Support Services

<https://www.selectionscareer.com/>



Selections' vision is to empower individuals to attain meaningful employment independently in workplaces that embrace diversity. They help employers with:

- Pre-screening for best job skills match
- On-boarding support
- Training and re-training support
- Long-term onsite individual support/maintenance
- Alternatives and solution support to ensure success
- Low turnover
- Volunteer Placements

[Gateway Association](https://gatewayassociation.ca/erc/)

<https://gatewayassociation.ca/erc/>

Gateway Association Employment Resource Centre (ERC) serving the greater Calgary and Edmonton areas – **Treaty 6 and Treaty 7 territories**. Gateway serves job seekers and employers equally to build strong, diverse talent pools and a sustainable workforce. Whether you're seeking a career that uses your talents and passion – or an employer seeking to build workplace diversity, inclusion and performance, Gateway offers the expertise and resources required.



Gateway helps with candidate preparation/training, recruitment and pre-screening (to ensure a good fit for both the employer and employee), onboarding, and ongoing engagement and retention.

They offer these services for employers:

- Workplace Equity, Diversity, and Inclusion Workshops
- Workplace Accommodation Policy and Planning
- New Employee Training Plans
- Job Analysis and Job Description Development
- Performance Evaluations/Stay Interviews
- Performance Improvement Plans
- Workplace Culture/Employee Engagement Assessment and Support
- Employee Legislation Compliance Support (Workplace Harassment Policy and Framework)
- Accessible Canada Legislation Compliance Support (Policy and Framework)

[Employment Placement & Support Services \(EPSS\)](https://epsreddeer.com/)

<https://epsreddeer.com/>

Serves Red Deer and Central Alberta.

EPSS provides employment placement services for workers in central Alberta and support services for families and individuals with disabilities. Some services include:

- Employee matching
- Employer awareness – information and support
- On-the-job training
- Various programs including work experience programs, wage reimbursement, and targeted wage subsidy programs

EPSS EMPLOYMENT PLACEMENT
& SUPPORT SERVICES

[BC Centre for Ability](https://bc-cfa.org/)

<https://bc-cfa.org/>

Some services include:

- Inclusive Hiring support – posting jobs; job-matching with possible candidates; developing inclusive hiring policies to advance your organization’s commitment to inclusion
- Partial coverage of a new employee’s wages for a negotiated period of time reducing recruitment costs.
- Support Services and Accommodation Support.
- Provide funding for Career Advancement / Professional Development of current employees.
- Partial coverage of an employee’s wages while in the Professional Development or on the job training.

 **BC Centre for Ability**
Beyond challenges—the sky’s the limit

BACI - Burnaby Association for Community Inclusion

<https://gobaci.com/>



BACI provides a wide range of training, development, social, recreational and employment opportunities. Throughout BACI, and through their collaborations with local businesses, they support the economic inclusion of people with disabilities.

BACI collaborates with employers to help them diversify to the greatest extent possible, to ensure that both employer and employee are satisfied. Their effective personalized service focuses on meeting employers' business needs through positive and innovative employment solutions. They offer:

- **Pre-Recruitment:** We are committed to learning about your business and the skills and abilities needed to fill the open positions.
- **Quality Job Matching:** We provide pre-screened individuals who have the skills to meet your business needs.
- **On-site Coaching:** We offer 1:1 support to the new employee – at no cost to you. We will assist the development of the employee/employer relationship to maintain successful employment.

Milieu Employment Services

<https://www.milieuemployment.com/>



Serves the Vancouver Metro Area.

Employment Supports For Your Business & The New Hire:

Their Employment Consultants will work directly with businesses to identify where the business has the greatest HR needs and the best roles for Inclusive Hiring. This might include:

- Discussing current job opportunities
- Discussing existing job descriptions and tasks
- Identifying business needs
- Exploring possible accommodations
- Exploring job description customization
- Providing Sensitivity Training & resources to your business

PosAbilities Employment Service

<https://pesworks.ca/>

PosAbilities partners with employers in a variety of industries, supporting them to improve their bottom line by recruiting and training a vibrant and diverse workforce.

Improve your bottom line by working with **posAbilities** Employment Service to recruit, train and develop a vibrant and diverse workforce for your company. They partner with companies of all sizes and in a variety of industries and charge no fees to employers for their service. They offer job coaching and maintenance support for three years after employment is secured.



Manitoba

Level IT Up

<https://levelitupmb.ca/>

Level It Up is dedicated to increasing the employment of Manitobans identifying as being on the autism spectrum in Science, Technology, Engineering, the Arts and Math (STEAM). They offer services to employers including:



- **Staff Recruitment** • Provision of candidate shortlist and supports during the screening and hiring process.
- **Staff Retention** • Transition supports for new and pre-existing staff with Autism Spectrum, changing roles and responsibilities within a company.
- **Corporate Consultation** • Consultation, evaluation and support for employers related to pre-existing staff with Autism Spectrum.
- **Staff Assessment & Training** • Assessment and training for pre-existing staff with Autism Spectrum, followed by a final report with results and actionable recommendations.
- **Breakfast and Lunch & Learn Presentations** • 'Autism Spectrum in the Workplace' awareness training for employers and staff.
- **Conference Workshops** • Presentations on topics related to Autism Spectrum in the workplace, the Level It Up model and process, supporting staff with Autism Spectrum etc.

Manitoba Possible

<https://www.manitobapossible.ca/>



The Employment Preparation Centre links educated and skilled program participants seeking employment with the business community.

They work closely with human resource departments in hiring processes and ensure necessary accommodations create a strong fit between employers and employees. Additionally, they offer personalized on-the-job training and support, tailored to individual needs to ensure ongoing success.

A.I.M for Work - Achievement Independence Motivation

<https://www.aimforwork.com/>



Serves the Selkirk, Steinbach, and Interlake regions.

Some services include:

- Individual pre-screening process
- A selection of qualified and motivated employment candidates
- Assessment of workplace needs
- Wage subsidies (when applicable)
- Training Plan Development
- Employment Equity consultations
- Job Demands Analysis
- Guidelines for Reasonable Accommodations
- Funding for Workplace Accommodations
- Interpreter Services for the Deaf
- Ergonomic Evaluations

[Premier Personnel](https://www.premierpersonnel.ca/)

<https://www.premierpersonnel.ca/>



Serves the Winnipeg area.

Premier Personnel believes in promoting independence, aiding personal development, and increasing community connection through employment for people with intellectual or learning disabilities.

For employers, they offer:

- Assisted interviews
- Initial support with job training and orientations
- Providing practical advice to build employer confidence in creating an inclusive workplace
- Long-term support for both the employer and the employee
- An existing pool of potential employees to make filling a position easy
- We guarantee quick, responsive, and quality service
- Pre-screen clients to make sure their interests and skills are a good match to the position you need filled
- We will only put forward clients that we believe have a good chance of being successful
- Assist with training new employees as required

[Connect Employment Services](https://connectemployment.ca/)

<https://connectemployment.ca/>

Serves the Winnipeg area.

Connect Employment Services builds connections between job seekers with intellectual and developmental disabilities and the employers who need them. They provide support for businesses that includes:

- Recruitment:

We make it a priority to know our candidates — their interests, skills, experience and support needs — and can quickly identify those who would be a good fit for your business.

- Training:

You are the expert on your business, and you likely have a tried and true process for onboarding and training new employees. Our experienced staff will be available to work with your trainers to develop a customized training strategy for your new employee if needed, which can include onsite job coaching services.

- Interviews:

We can pre-screen candidates for you and present you with a short-list of candidates to interview. We can also support you and the candidate in preparing for the interview to ensure a smooth and effective experience for all.

- Long Term Support:

Our services typically include ongoing consultation and follow-up to ensure successful outcomes. Our supports may include weekly visits to the workplace, email or phone communications to monitor your employee's progress, learning and support needs. We will tailor a communication and support plan to meet everyone's needs.



[Reaching E-Quality Employment Services \(REES\)](https://www.re-es.org/)

<https://www.re-es.org/>

Serves the Winnipeg area.

Promotes the employment of people with physical disabilities and/or health conditions.

The REES process for employers:

- Contact REES

- Meet with a REES counsellor

- Learn more about REES services and programs

- Connect with potential employees



New Brunswick

[Crosswinds Sussex](#)

<https://crosswindssussex.ca/>

Crosswinds' Employment Counsellors take an individualized approach to assist individuals aged 18 and up with setting and achieving their employment goals through career decision-making, skills enhancement, job search and employment maintenance.

Their employer supports are available for small or large businesses and non-profit organizations who have a hiring need and are looking for support in hiring inclusively.

They work with an underrepresented demographic which make up a broad talent pool within our local labour market. Overlooking this cohort of job seekers means employers are missing out on a motivated group of potential employees who boast better safety records, higher attendance, and lower turnover. Businesses, job seekers & community members can profit with inclusion.



[Options Outreach](#)

<https://www.optionsoutreach.com/>

Services the Saint John area.

Options Outreach provides services for employers including:

- Providing pre-screening to employers
- Offering on-site consultation
- Research on accommodations, assistive technology, and programming/funding
- Following up with additional support



[CEA-AEC — Community Employment Agency – Agence d'Emploi Communautaire](https://cea-aec.ca/)

<https://cea-aec.ca/>



Services are offered in French and English. Services the Moncton and Southeastern Region.

The CEA will assist employers with training and follow-up. This includes:

Training

As needed, a professional Job Coach can provide orientation and training to your new employee at your job site.

At no cost to you, this service begins on the employee's first day on the job. This minimizes interruption of your company's routine and ensures that job duties are completed fully, to your standards.

The Job Coach provides any necessary supports for the employee to learn all job requirements. As the employee achieves independence in their position the Job Coach gradually transitions into monitoring services and the employee continues to work independently under the supervision of the employer.

Follow-up

Community Employment Agency provides, at no cost to you, professional follow-up services to ensure that your company's standards are maintained.

Throughout the period of employment, a professional Job Coach is available to monitor your employee's performance through telephone contact and on-site visits.

You are assured that support is available as needed if matters arise such as:

- changes in management or co-workers
- changes in job requirements
- changes in work performance
- changes in work environment

Newfoundland

The Vera Perlin Society

<https://www.veraperlinsociety.ca/>



The Vera Perlin Society has programs to help adults with an intellectual disability find a job. Their Employment Division endeavours to support individuals in various ways, including advocacy and directional support, to obtain the services required to maximize success in the workplace.

W.O.R.C Program endeavors to match employer needs to client abilities, and can also help employers:

- Assess business needs.
- Access individuals interested in a particular business and motivated to work.
- Provide training and support on the job.
- Provide special support and resources that may be needed.
- Problem-solve should difficulties arise
- Provide long-term support.

Nova Scotia

TEAM Work Cooperative

<https://www.teamworkcooperative.ca/>



TEAM Work Cooperative helps people of all abilities secure and maintain employment. They offer an online program designed to help Nova Scotia employers attract, hire, and retain individuals living with disabilities. It will also help you foster more inclusive and accessible work environments for your current and future team members. The program is funded by the Government of Canada, so it's available to you completely free of cost. They also provide:

- Job matching and development
- Employee retention support
- Employer funding programs

[reachAbility](https://reachability.org/)

<https://reachability.org/>



ReachAbility partners with public, private, and non-governmental organizations to provide education and training on building more diverse and inclusive workplaces. They offer pre-employment support as well as job development support.

Employment Matchmaking Program, reachAbility Commitments:

- To provide suitable, ready-to-work clients and guarantee a good fit for both employee and employer
- To provide long-term, customized support to both employer and employee throughout the onboarding process and into successful employment
- To keep you informed of new inclusion training modules available and new accessibility legislation as it pertains to Nova Scotian businesses
- To identify and assist with wage subsidy programs to help you undertake an employment agreement should the opportunity arise

[Prescott Group](https://prescottgroup.ca/)

<https://prescottgroup.ca/>



Services the Halifax area.

The Prescott Group partners with forward-thinking, innovative businesses to create inclusive employment opportunities for people with IDD— and match these employers with enthusiastic job seekers who are qualified, loyal and bring a new kind of energy to any business, both large and small.

Ontario

[The Bennett Edge](#)

<https://the-bennett-edge-8b6547e67a54951d40819c.webflow.io/>



The Bennett Edge helps individuals with disabilities to obtain and maintain employment at no cost to the client or the employer. A partnership through The Bennett EDGE brings many advantages to the employer, as they can offer access to a pool of skilled and pre-screened candidates, financial incentives to offset the initial costs of employment, and ongoing monitoring and retention follow-up support. The Bennett EDGE Team also offers highly qualified and creative job coaches to assist in new employee training. All of these services are available at no cost to the employer!

[Abilities to Work](#)

<https://www.abilitystowork.ca/>



Abilities to Work, formerly the Coalition for Persons with Disabilities, has been providing candidate recruitment and selection to employers since 1995. Our programs and services address the needs of employers to tighten the gap on the labour pool shortage by assisting businesses to hire from an untapped and highly skilled labour pool.

Their free services for employers include:

- Pre-screening qualified candidates
- Job matching based on alignment of skills, interests, and abilities
- Host hiring events for businesses and job seekers to connect
- Wage subsidies
- Job retention: Accommodations and ongoing support

[LiveWorkPlay](https://liveworkplay.ca/)

<https://liveworkplay.ca/>

Serves the Ottawa area.

- Proven expertise in matching employees to business needs
- Pre-employment support to both the employee and employer for optimal job readiness
- Ongoing support for both the employee and employer (problem-solving, growth opportunities, workplace changes)



[Life Directions](https://www.lifedirections.ca/)

<https://www.lifedirections.ca/>

Serves the South-East Grey region.

Life Directions is working with job seekers to match their abilities with employer needs in South-East Grey. They help businesses with recruitment and training, which includes:

Recruitment

- connecting employers with *pre-screened, qualified and motivated* candidates to meet employment needs. They work with employers to develop a checklist of employer expectations such as training, experience, personal characteristics, and attributes required for job success and employee retention.

Training

- Life Directions works with employers to develop employee training plans that promote job success. They can provide some in-house training and/or training supports, to ensure that the appropriate training is accessible.



[Yes You Can Employment Consulting](#)

<http://www.yesyoucanemployment.ca/>

Serves the Sault Ste. Marie region.

Yes You Can is committed to ensuring equal access and participation for people with disabilities. They offer help to employers looking to hire. They don't just pre-screen their candidates. They get to know them, their strengths, and best fit for jobs before they introduce them to businesses.



[LEADS Employment Services](#)

<https://www.leadsservices.com/>

Serves the following regions: London and Counties of Bruce, Elgin, Grey, Huron, Lambton, Middlesex, Oxford and Perth.

At **LEADS**, Employment Specialists work with employers who have hiring needs, including screening, matching, and on-boarding, and who want to save money and resources in training and accommodation recommendations.



[Reena](#)

<https://reena.org/>

Serves the GTA.

Reena is a non-profit organization that promotes dignity, individuality, independence, personal growth and community inclusion for people with developmental disabilities within a framework of Jewish culture and values (Reena supports people from all denominations). Highlights of support services offered for employers includes:



- Recruitment and selection of diverse talent
- Help with meeting DEI goals
- Expert job coaches to ensure a successful placement for both employee and employer
- Employer Workshops and Training
- Employer Recognition in our social media and events

Corbrook

<https://corbrook.com/>



Corbrook is a non-profit, charitable organization that provides support to adults and youth with developmental disabilities in Toronto and York Region. They offer pre-employment training and employment programs. They help with:

- Matching the right person to the right job
- Knowledgeable in job coaching and training in various fields of employment
- Ongoing Job Retention Support
- Employer Workshops and Training
- Employer Recognition in Our Newsletter and Social Media Platforms

Prince Edward Island

ResourceAbilities

<https://resourceabilities.ca/>



ResourceAbilities is dedicated to promoting the full participation and inclusion of people with disabilities in Island society. Their program helps employers with:

- Abilities@Work Wage Subsidy Program
- Job Matching
- Work Site Assessments
- Support/ Job Coaching
- Job Carving

Quebec

L'ÉTAPE

<https://letape.org/>

Services offerts en français seulement.

For employers, they offer :

- Selection of applicants that meet the requirements of the position the business wishes to fill
- Guidance and on-the-job coaching of the new employee
- Information and awareness session to personnel
- If needed, assessment and adaptation of the workstation
- Adaptation of workstation
- Post-hiring follow-up, coaching in the workplace and intervention to ensure job retention
- Evaluation of eligibility to a financial employment assistance program for people with disabilities
- Documentation Centre: computers, internet access, job offer postings

Agence Ometz

<https://www.ometz.ca/>

Services are bilingual and for the Montreal region.

Agence Ometz is a Jewish human services agency offering social, employment and immigration services to help people fulfill their potential and to secure the growth and vibrancy of the Montreal community. They offer employment services for employers, including:

- Performing a personalized analysis of hiring needs
- Matching suitable candidates to specific job requirements
- Screening reliable and dedicated workers
- Providing new employee on-site training and job integration by experienced coaches

The logo for L'ÉTAPE, featuring the text "L'ÉTAPE" in a bold, red, sans-serif font.

- Offer ongoing follow-up post hiring

SDEM-SEMO Montérégie

<https://sdem-semo.org/>



Services offerts en français seulement.

- Pre-employment screening and selection
- Plan to acquire needed skills (for the incoming employee)
- Welcome to the workplace – get the employee and employer accustomed to each other and the workplace
- Integration, including accommodations, check ins, support
- Maintenance, retroactive evaluation, ensuring plan to acquire required skills is being followed, intervention if needed

Horizon Travail

<https://horizon-travail.org/>



Services are bilingual and for the Montreal region.

Horizon Travail offers employment counselling centre to provide employers access to a large pool of skilled workers and offer a solution to their labour needs.

Their expertise and professional resources are offered free of charge to employers who are recruiting or who will have future recruitment needs. They assist these companies by supporting employees with disabilities through the various stages of their career path, from recruitment to job retention.

Their consulting services to employers include the following:

- Selection and referral of qualified candidates
- Support for integration and job retention
- Support to make your work environment accessible
- Assistance in obtaining wage subsidies.

Saskatchewan

[SaskAbilities](https://www.saskabilities.ca/)

<https://www.saskabilities.ca/>

SaskAbilities is dedicated to providing programs and services to people experiencing disability in Saskatchewan, and to building inclusive communities. They help employers 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.

