

# Directory for Individuals with Disabilities Seeking Employment



## 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](http://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](mailto:research@eco.ca).

## Disclaimer

© 2024 ECO Canada

The use of any part of this directory is subject to the Canadian Copyright Act. The content may be referenced for general, educational, research, or media purposes with the following citation: Source (or “adapted from”): ECO Canada (2024). [www.eco.ca](http://www.eco.ca) To help others benefit from the information presented in this directory, individuals or organizations are encouraged to download a copy directly from ECO Canada’s website. For comments or questions, contact: [Research@eco.ca](mailto:Research@eco.ca)

## Table of Contents

About ECO Canada .....	2
Acknowledgments.....	2
Disclaimer.....	2
Introduction .....	6
Canada .....	7
The Canadian Council on Rehabilitation and Work (CCRW/CCRT) .....	7
Neil Squire Society .....	8
March of Dimes Canada (MODC).....	8
Ready, Willing, and Able (RWA).....	9
AWES – Employ Ability Program .....	10
CAN WiN .....	10
Alberta .....	11
Goodwill Industries of Alberta.....	11
The Spectrum Advantage.....	11
Selections Career Support Services .....	12
Gateway Association.....	12
Employment Placement & Support Services (EPSS) .....	13
British Columbia .....	13
BC Centre for Ability .....	13
BACI - Burnaby Association for Community Inclusion .....	14

Manitoba.....	14
Premier Personnel .....	15
Connect Employment Services .....	15
Reaching E-Quality Employment Services (REES) .....	16
Manitoba Possible .....	16
New Brunswick.....	17
Crosswinds Sussex .....	17
CEA-AEC — Community Employment Agency – Agence d'Emploi Communautaire .....	17
Options Outreach.....	18
Key Industries.....	18
Newfoundland .....	19
The Vera Perlin Society .....	19
Nova Scotia .....	19
Prescott Group.....	19
TEAM Work Cooperative .....	20
reachAbility.....	20
Ontario .....	20
Community Living Toronto .....	20
ATN - Employment Support for Persons with Disabilities.....	21
LiveWorkPlay .....	21
Yes You Can Employment Consulting .....	21
Life Directions .....	22
LEADS Employment Services.....	22
Reena .....	23
WoodGreen – Employment Accessibility Services for Persons with Disabilities (EAS).....	23

Corbrook .....	24
The Bennett Edge.....	24
Abilities to Work .....	25
Prince Edward Island.....	25
ResourceAbilities .....	25
Tremploy Inc. ....	25
Quebec .....	26
L'ÉTAPE .....	26
Action Main-d'Oeuvre.....	27
Placement Potentiel Inc. ....	27
Agence Ometz.....	28
SDEM-SEMO Montérégie.....	28
La Croisée : Centre de Services Spécialisés en Emploi .....	28
Saskatchewan .....	29
SaskAbilities .....	29

## Introduction

The creation of this toolkit is driven by the acknowledgement of two primary ideas. First, the environmental sector is experiencing significant hiring difficulties, with a lack of qualified candidates in the labour pool. Second, the recognition that individuals with disabilities represent a large and diverse, yet often underutilized, talent pool capable of addressing these workforce needs. Individuals with disabilities bring unique perspectives and valuable insights, shaped by their personal experiences and resilience in navigating various challenges. This diverse expertise is essential for fostering inclusive practices, driving systemic change, and enhancing innovation within organizations. As the world increasingly values equity and accessibility, this directory aims to promote supported employment organizations that provide assistance to individuals with disabilities, helping them find and maintain competitive, integrated employment in the workforce.

This toolkit serves multiple key purposes:

- **Building Stronger Community Connections:** This toolkit serves as a valuable resource for individuals with disabilities seeking employment in the environmental sector. By connecting with regional and community-based organizations listed in the toolkit, job seekers can find opportunities that align with their skills and aspirations. This connection not only aids in securing meaningful employment but also helps build relationships with and between businesses and local communities, fostering mutual support and collaboration.
- **Tackling Employment Barriers and Hiring Challenges in the Environmental Sector:** This toolkit aims to address the current labour shortages within the environmental sector by opening doors to individuals with disabilities. By leveraging the resources found in this toolkit, job seekers can overcome employment barriers and access opportunities that might otherwise be unavailable, contributing to a more inclusive workforce.
- **Empowering Economic Independence:** Gaining employment through this toolkit supports individuals with disabilities in achieving greater financial independence and self-determination. Increased access to stable income reduces reliance on societal supports and contributes to personal and community economic growth. By addressing labour shortages in the environmental sector, the toolkit also helps unlock industry potential, leading to enhanced prosperity and better environmental outcomes.

- **Promoting Diversity, Accessibility, and Inclusion:** As organizations adopt more inclusive practices, the understanding of accessibility is enhanced, leading to improved societal accessibility and acceptance. Additionally, working within diverse teams helps cultivate innovative solutions and enriches the workplace with a variety of perspectives, contributing to personal and professional growth.

## Canada



### The Canadian Council on Rehabilitation and Work (CCRW/CCRT)

<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.

Services for individuals:

- 1-on-1 employment goal planning and coaching
- Resume and cover letter support
- Interview skills practices
- Requesting accommodation and disclosing a disability
- Supportive job search
- Access to CCRW's robust career management portal
- Ongoing follow-up after your services with CCRW
- Enhanced training including workshops, eLearning, and certifications
- Access to job opportunities from partnered employers
- Transitional support to a new job or position
- Pre-employment and workplace assessments'

## 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.

Neil Squire offers a wide array of programs to support individuals with disabilities in finding and successfully maintaining employment. Some of their various programs:

- Creative Employment Options – helps people with disabilities prepare for, obtain, and maintain employment
- Individualized training and support options
- Job focus employment services – one to one flexible services
- Assistive Technology and Ergonomics
- Group Employment Skills

## 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 are:

- Client employment services
- Rehabilitation and Clinical services
- Passport program
- Employer and business services
- Vocational rehabilitation services
- Youth services



## Ready, Willing, and Able (RWA)

<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 you become a more inclusive employer
- Assistance in identifying suitable candidates with an intellectual disability and/or on the autism spectrum to address hiring needs in your company
- Disability awareness information and training for your current employees
- Direct connections to community agencies who provide employment-related services and supports 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 practice and expertise in the field of inclusive labour markets

## AWES – Employ Ability Program

<https://awes.ca/>

*Services Alberta, Manitoba, and Ontario.*



AWES is a non-profit organization dedicated to workplace skills training, research, and curriculum development. They specialize in developing customized skills training solutions for employers, organizations, and practitioners that respond to workplace skills needs.

- Access to a Community of Practice to share success stories and lessons learned with other employers committed to diversity, equity, and inclusion
- Customized workplace skills training
- Skills for success (for individuals and employers)
- A training centre with over 20 resource documents on various topics

## 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.

## 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.

They offer a four-month program for individuals on the autism spectrum between the ages of 18-30 that includes readiness preparation training classes geared specifically towards people living on the autism spectrum, followed by 12 weeks paid supported employment.

## Selections Career Support Services

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



Selections' vision is to empower individuals to attain meaningful employment independently in workplaces that embrace diversity. Their programs are:

- Promoting and Driving Diversity (PDD) – referred individuals from 18 years onward seeking supported, paid employment or volunteering opportunities.
- 4WRD Program – career planning, skill-building, work search, and support for individuals 16 and up with disability-related barriers, to overcome obstacles and find sustainable employment.
- Get Ready In Trades (GRIT) – for youth 16-29 with barriers to employment, interested in pursuing a career in the trades industry.

## Gateway Association

<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.

Services for individuals:

- Career exploration
- Action plan development
- Accessing training and certification opportunities
- Resume development
- Digital literacy training
- Individual and group learning
- Employment preparation
- Job search support
- Employment placement
- Training and job retention supports

## Employment Placement & Support Services (EPSS)

<https://epssreddeer.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:

- Career planning
- Job matching
- Employment training
- Residential placement
- Resources & family support
- Community integration
- Building life skills

EPSS EMPLOYMENT PLACEMENT  
& SUPPORT SERVICES

## British Columbia

### BC Centre for Ability

<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/)

<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.

BEST is a service developed by BACI to empower individuals to find jobs and make meaningful contributions to the communities in which they live. We assist individuals of varying abilities to find and maintain employment that matches their skills and interests.

## Manitoba

### [A.I.M for Work - Achievement Independence Motivation](https://www.aimforwork.com/)

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



Some services include:

- Comprehensive Case Management
- Individualized Action Plans
- Assessment of Vocational Abilities and Interests
- Career Exploration
- Job Search Techniques
- Referrals to Community Resources
- Employment Placement Assistance
- Transferable Skills Analysis
- Current Labour Market Information
- Explore Training/ Education Programs
- Quality Resume Writing & Cover Letters
- Ergonomic Office Assessments

## Premier Personnel

<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.

They run a program that helps with a realistic employment plan, coaching, and finding work.



## Connect Employment Services

<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 individualized service that includes:

- Workplan development
- Employment preparation
- Job search assistance
- Job coaching and training
- Long term support



## Reaching E-Quality Employment Services (REES)

<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 job seekers:

- Contact REES
- Meet with an Intake Worker to learn more about REES services
- Meet with an REES counsellor
- Join a REES program (to be determined based on best fit)
- Participate in a variety of workshops, training activities, one on one counselling sessions, to name a few opportunities
- Connect with potential employers
- Accept the job offer



## Manitoba Possible

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

Manitoba Possible provides many services to Manitobans with disabilities, including:

- Assessment services
- Employment services
- Arranging paid work experiences
- Resume development
- Interview preparation
- Working with employer to job carve
- Employment supports
- On-the-job training
- Creating natural supports
- Setting up accommodations





## 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.

This includes job readiness and skills development, resume and cover letter writing, job search coaching, interview strategies and preparation, networking and approaching employers as well as referring to on-the-job support services, government programming, and other community services and initiatives.



### CEA-AEC — Community Employment Agency – Agence d'Emploi Communautaire

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



The CEA has many services including:

- Vocational Assessment – A process of determining employment strengths and needs.
- Employment Counseling – Career orientation, interview skills, resume development, career decisions, etc.
- Work Search – Marketing clients to prospective employers.
- Job Match – Individuals are matched to a particular employer dependant upon skills/abilities and requirements of the job.
- On-Site Support – One-on-one on-site training is provided by qualified Job Coaches. The duration of on-site support is considered short-term.
- Employment Maintenance/Monitoring – Process designed on an individual basis which ensures the stability of the placement and identifies the need for additional training and support.

## Options Outreach

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



Options Outreach provides services including:

- assists in accessing funding for accommodations, assistive technology, and wage subsidies
- works closely with partners to ensure 100% support for each client's needs
- assistance with registration and information for FREE training offered in the community
- works with local employers to promote and support job seekers needing accommodations
- assists in every step of the way for those moving into post-secondary, including student loans (and Canada Study Grants), meetings with learning strategists, and summer jobs .

## Key Industries

<https://keyindustries.ca/>



Key Industries has multiple pre-employment programs for individuals with intellectual and learning disabilities, including:

- Ways To Work – social skills program
- Job Search Central – job search and maintenance follow-up program to *Ways to Work*
- Job Coaching – onsite job coaching program
- Employment Marketing & Development – individualized job development program
- In Motion/Momentum – social development-funded program for persons on Income Assistance
- Workplace Essential Skills
- Focus Forward / Axés vers l'avenir – fully bilingual pre-employment mentoring program
- The Bridge – brand new innovative, live and virtual, vocational simulator program

## 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.

## Nova Scotia

### Prescott Group

<https://prescottgroup.ca/>



The Prescott Group helps individuals:

- Explore employment opportunities at Prescott Group.
- Explore employment opportunities in the community and greater HRM.
- Prepare your résumé.
- Search for a job.
- Prepare for a job interview.
- Train for a job on-site.
- Get assistance and support to help you succeed.

## TEAM Work Cooperative

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

TEAM Work Cooperative helps people of all abilities secure and maintain employment. They offer case management, career counselling, job development, employment maintenance and more.



## reachAbility

<https://reachability.org/>

reachAbility exists to serve individuals who face barriers to inclusion and community participation. There's nothing exclusive about reachAbility, and individuals don't need to identify as living with a disability to access their services. They partner 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.



## Ontario

### Community Living Toronto

<https://cltoronto.ca/>

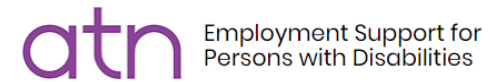
*Serves the Greater Toronto Area (GTA).*

Community Living Toronto provides employment supports for people transitioning from school and community to gainful employment. CLTO provides intake assessments, job development, employer engagement, job coaching, job advancement and retention supports.



## ATN - Employment Support for Persons with Disabilities

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



ATN offers one-to-one employment preparation and job retention services. They will support individuals in exploring new or different career opportunities and create an action plan for success based on your needs and situation. ATN has a free employment toolkit which can be found [here](#).

## LiveWorkPlay

<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)



## 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 provide some services:

- Customized Resumes
- Interview Help and Practice
- Training Courses and Devices
- On the Job Support
- Support for up to 3 Years



## Life Directions

<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. Their process for individuals:

1. Job seeker has an appointment with Life Directions (LD)
2. LD works with jobseeker to develop a Work Action Plan
3. Pre-Employment Career development
  - a. Needs and resource identification
  - b. Goal setting
  - c. Resume development
  - d. Interview preparation
  - e. Provision of training
4. Introductions with potential employers and set-up interviews
5. Jobseeker secures employment/job placement
6. Training: LD works with employer to develop a training plan for the new hire
7. Follow Up: LD maintains ongoing contact with the jobseeker and employer to ensure career success and employee retention

## 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 clients who need varying levels of assistance developing skills and accessing employment opportunities, and/or post-employment supports.

## 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 includes:

- Career exploration
- Cover Letter & Resume Writing
- Interview Preparation
- Job Development Supports
- On-site Job Coaching
- Ongoing Job Retention Support
- Job Readiness Skills Training workshop

## WoodGreen – Employment Accessibility Services for Persons with Disabilities (EAS)

<https://www.woodgreen.org/programs/employment-accessibility-services-for-persons-with-disabilities>



*Serves the GTA.*

The EAS program offers a range of services and opportunities for anyone 17 years and older (with a verifiable disability). The goal of this program is for persons with disabilities to secure long-term employment and meaningful careers. Program staff supports people with disabilities to sustainable, competitive employment by providing the supports clients need. Their program plan includes:

- Individualized 1 on 1 pre-employment assistance (resume, cover letter, mock interviews etc.)
- Disclosure and accommodation guidance.
- Job Development and Placement: 1 on 1 assistance to find a job by initiating connections with: employers, organizations etc.
- Job Retention and Advancement: on-going job monitoring, counselling /follow-ups and interventions to clients and employers.
- Funding for exceptional work-related disability supports for people who have more complex employment barriers.

## [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:

- Employment Goal Planning
- Cover Letter & Resume Writing
- Interview Preparation
- Job Development Supports
- Job Coaching
- Ongoing Job Retention Support
- Employment Workshops and Individualized Training
- Identifying Software and Mobility Devices
- Transportation Support
- Specialized Computer Training

## [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. They work directly with their clients to develop a suitable job goal, and help clients access a variety of opportunities with great employers. They help clients find a job that is consistent with their job preference, skills, and previous experiences.



## Abilities to Work

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



Abilities to work has an Employability Health Support Services (EHSS) program. This program aims to help overcome a recognized local and province-wide shortage of health support service workers by providing job placement opportunities to the untapped labour pool of persons with disabilities who are willing and available to work. This includes:

- Occupational Therapy Assessments to assess skills and abilities to reduce employment barriers
- Disability related supports
- Job matching with employers
- Job coaching
- Job retention

## Prince Edward Island

### ResourceAbilities

<https://resourceabilities.ca/>



ResourceAbilities is dedicated to promoting the full participation and inclusion of people with disabilities in Island society. The Employment Services and Counselling program is a comprehensive program that assists job seekers with disabilities. The program provides a continuum of services with the goal of securing employment and promoting employment inclusion.

### Tremploy Inc.

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



Tremploy, Inc is a registered charitable non-profit organization that provides adults who have an intellectual disability with vocational training, life skills training, life enrichment and support services. Tremploy will assist each individual to explore their potential and empower them to contribute and participate in the community in a meaningful way.

## Quebec

### L'ÉTAPE

<https://letape.org/>

*Services offerts en français seulement.*

L'ÉTAPE provides Employment service adopted to the needs and conditions of the person. Some services include:

- Individual counselling and follow-up
- Assessment of the person's employability, skills and capacities
- Guidance for professional and educational decision-making
- Preparation of efficient job search tools: resume, and cover letter
- Step-by-step job search plans
- Preparation for job interviews and advice on how to explain one's disability to employers
- 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

L'ÉTAPE

## Action Main-d'Oeuvre

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

*Services are bilingual.*



Action Main-d'Oeuvre provides specialized employment assistance services to people with autism or intellectual disabilities. Some aspects of their program include:

- Employability assessment
- Developing employability
- Job search preparation
- Job search

## Placement Potentiel Inc.

<https://www.placementpotentiel.com/emplois-supervises-services.html>

*Services are bilingual and for the Montreal region.*



Placement Potentiel Inc. specializes in providing sustainable employment opportunities to qualified candidates with disabilities who would otherwise have difficulty integrating into the regular job market.

- Assistance in writing resumes and effective cover letters
- Support and assistance in finding a job
- Assistance in preparing for job interviews
- Advice on the disclosure and presentation of the limitation to employers
- Coordination of resources required to modify a work area
- Assistance in developing an accommodation plan with the employer
- Post-hiring follow-up and job retention initiatives
- Support for access to training programs

## 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 job seekers, including skills training and job search assistance.



## SDEM-SEMO Montérégie

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

*Services offerts en français seulement.*

- Internships – Employability preparation project
- Job search: Job counselling, employability evaluation, individualised approach, job search tools, interview preparation, resume and cover letter aide, evaluation of needs for successful integration
- Maintaining employment: Integration and retention, tools for employee and employer, evaluation and adaptation, increasing accessibility of places



## La Croisée : Centre de Services Spécialisés en Emploi

<https://lacroise.ca/>

*Services offerts en français seulement.*

- L'évaluation du profil d'employabilité;
- L'orientation scolaire et professionnelle;
- Le bilan de compétences;
- La préparation et le soutien à la recherche d'emploi;
- L'aide à l'intégration et au maintien en emploi



## Saskatchewan

### SaskAbilities

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

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



- Employment preparation
- Identifying jobs that utilize skills and abilities
- Developing resumes that effectively communicate skills and abilities to employers
- Preparing for job interviews
- Finding a job that works for you
- Goal setting
- Job maintenance
- Training centres
- Vocational evaluation