

AUTISM EMPLOYMENT SCAN

**An Environmental Scan of Government
Programs that Support Autistic People Living
in Canada with Employment**



**AUTISM EMPLOYMENT SCAN: AN ENVIRONMENTAL SCAN OF GOVERNMENT PROGRAMS THAT
SUPPORT AUTISTIC PEOPLE LIVING IN CANADA WITH EMPLOYMENT**

Authors: Stephanie Côté, MA., Angad Singh, BHSc., Brianna Lu, Jared Loyer, Jonathan Lai, PhD.

Reviewers: Members, Board of Directors, and staff of the Canadian Autism Spectrum Disorder Alliance.

The Canadian Autism Spectrum Disorder Alliance (CASDA) would like to acknowledge the following key people within participating provinces and territories who contributed a significant amount of time and effort for the development of the Autism Employment Scan:

Canada (national) – Debbie Irish, Canadian Council on Rehabilitation and Work (CCRW)

Alberta – Corrine Gannon, CCRW Board of Directors; Terri Robson, Awkward Spirit

British Columbia – Robbie Hsieh, Canucks Autism Network

Manitoba – Karen Goodman Wong, Work and Social Opportunities Inc.; Anne Kresta, Level IT Up

New Brunswick – Luc Leblanc and Susan Gordon, New Brunswick Association for Supported Services and Employment; Cindi Green, Autism Resources Miramichi Inc.; Ruck Hutchins, Autism Connections
Fredericton

Newfoundland and Labrador – Sean Wiltshire, Avalon Employment; Hope Colbourne and Taylor Cassell,
Newfoundland & Labrador Association for Community Living

Northwest Territories – Junn Gesmundo, Inclusion NWT

Nova Scotia – Sheila Pearson and Brian Foster, Autism Nova Scotia

Nunavut – Nicole Diakite, Nunavummi Disabilities Makinnasuaqtiit Society

Ontario – Elizabeth Plouffe and Paulette Goddard, SperoCareers; Donald Guse Salah, Supported
Employment Alliance

Prince Edward Island – Helena Reeves, Stars for Life

Québec – Rakhee Chowdhury, Worktopia*

Saskatchewan – Hannah Ibias, SaskAbilities

Yukon – Chris Vainio, Inclusion Yukon

*Rakhee Chowdhury is now Communications Manager at CASDA

Introduction.....	1
Government of Canada	3
Employment Programs for Autistic People	3
Employment Programs for Employers	10
Employment Programs for Service Providers.....	15
Community Delivery Partners	21
Government of Alberta	23
Employment Programs for Autistic People	23
Employment Programs for Employers	28
Employment Programs for Service Providers.....	29
Community Delivery Partners	30
Government of British Columbia	33
Employment Programs for Autistic People	33
Employment Programs for Employers	35
Employment Programs for Service Providers.....	36
Community Delivery Partners	37
Government of Manitoba	38
Employment Programs for Autistic People	38
Employment Programs for Employers	41
Employment Programs for Service Providers.....	43
Community Delivery Partners	43
Government of New Brunswick	45
Employment Programs for Autistic People	45
Employment Programs for Employers	52
Employment Programs for Service Providers.....	52
Community Delivery Partners	52
Government of Newfoundland and Labrador	57
Employment Programs for Autistic People	57
Employment Programs for Employers	58
Employment Programs for Service Providers.....	62
Community Delivery Partners	63
Government of the Northwest Territories.....	67
Employment Programs for Autistic People	67
Employment Programs for Employers	68
Employment Programs for Service Providers.....	69
Community Delivery Partners	70
Government of Nova Scotia	72
Employment Programs for Autistic People	72
Employment Programs for Employers	75
Employment Programs for Service Providers.....	76
Community Delivery Partners	78
Government of Nunavut	81
Employment Programs for Autistic People	81

Employment Programs for Employers	82
Employment Programs for Service Providers.....	82
Community Delivery Partners	83
<i>Government of Ontario</i>	<i>85</i>
Employment Programs for Autistic People	85
Employment Programs for Employers	89
Employment Programs for Service Providers.....	90
Community Delivery Partners	91
<i>Government of Prince Edward Island.....</i>	<i>93</i>
Employment Programs for Autistic People	93
Employment Programs for Employers	94
Employment Programs for Service Providers.....	95
Community Delivery Partners	95
<i>Government of Québec</i>	<i>97</i>
Employment Programs for Autistic People	97
Employment Programs for Employers	100
Employment Programs for Service Providers.....	102
Community Delivery Partners	102
<i>Government of Saskatchewan.....</i>	<i>105</i>
Employment Programs for Autistic People	105
Employment Programs for Employers	106
Employment Programs for Service Providers.....	107
Community Delivery Partners	107
<i>Government of Yukon</i>	<i>110</i>
Employment Programs for Autistic People	110
Employment Programs for Employers	111
Employment Programs for Service Providers.....	111
Community Delivery Partners	111

Introduction

Employment can have many benefits for an individual, Autistic or not. It enhances financial independence, quality of life, cognitive functioning, sense of purpose, social integration, opportunity for independent living, and self-esteem (Joshi et al., 2012; Walsh et al., 2014). However, Autistic people living in Canada describe a lifetime of difficult transitions, including difficulty finding and maintaining work, because of fewer resources and more restrictive service inclusion and funding criteria for Autistic people, who often end up having to learn how to enter the workforce on their own (Milen & Nicholas, 2017). The Canadian Autism Spectrum Disorder Alliance (CASDA), as part of Ready, Willing, Able (RWA), proposed a project to evaluate the current supports and barriers that exist for Autistic people when entering the workforce.

The following document is the product of an environmental scan of provincial and territorial employment-related programs and policies that support Autistic people living in Canada. The present scan lists the supports available to Autistic job seekers and employees, their employers, and their service providers. These programs are presented by their jurisdiction: national and by province or territory.

The current document's purpose is to equip CASDA and RWA members with a comprehensive document containing information on publicly funded programs available to their clients. The scan was conducted from November 2020 to May 2021 and was prepared by completing:

1. An online review of federal, provincial, and territorial government department and ministry websites to collect information related to employment programs.
2. Telephone or email follow-up interviews with key experts (community delivery partners of government employment programs who serve Autistic people) of each province and territory regarding the information collected in the first step to confirm the accuracy of the information collected in Step 1 (e.g., to verify if programs are still running).

While efforts were made to ensure information collected was accurate and up to date, it should be recognized that this report is not a comprehensive list of all employment programs available in Canada. The publicly funded programs listed were flagged as relevant to the autism community by stakeholders that were interviewed, surveyed, or consulted for this project. Even as this report is being produced, many government employment programs continue to undergo policy and structural change.

It is for the above stated reasons that the environmental scan is only the first document of a larger Building Block project funded by RWA. The Autism Employment Scan also includes an inquiry via surveys of the gaps and challenges community organizations, Autistic job seekers, and employers experience in each jurisdiction. In the interviews, we inquired about recommendations for these gaps and challenges. This information will be publicly available in the form of a policy brief.

In this environmental scan, federal programs are presented first, then the rest of the report is organized alphabetically by province and territory to provide a summary overview of each jurisdiction's publicly funded employment programs, including each government's community delivery partners.

References

- Joshi, G. S., Bouck, E. C., & Maeda, Y. (2012). Exploring employment preparation and postschool outcomes for students with mild intellectual disability. *Career Development and Transition for Exceptional Individuals*, 35(2), 97–107. <https://doi.org/10.1177/0885728811433822>
- Milen, M. T., & Nicholas, D. B. (2017). Examining transitions from youth to adult services for young persons with autism. *Social Work in Health Care*, 56(7), 636–648. <https://doi.org/10.1080/00981389.2017.1318800>
- Walsh, L., Lydon, S., & Healy, O. (2014). Employment and vocational skills among individuals with autism spectrum disorder: Predictors, impact, and interventions. *Review Journal of Autism and Developmental Disorders*, 1(4), 266–275. <https://doi.org/10.1007/s40489-014-0024-7>

Language disclaimer

CASDA is striving to create a public platform that feels welcoming and safe for the Autistic community. To support this work, stakeholders including Autistic people at CASDA have created a guide on preferred language to members of the autism community, i.e., policy makers, researchers, health care workers and caregivers. We understand that Autistic people have diverse opinions on language and how they wish to be referenced. Many prefer identify-first language ("Autistic"), while others would rather use person-first ("person with autism"). In consultation across the country, it was clear that the use of language in the autism community continues to be an ongoing discussion. As our understanding and acceptance of autism advances, so does the use and understanding of phrases to describe or reference the disability. We want to be respectful of everyone's unique preferences, which is why we choose to use references to autism interchangeably in this document with the hope everyone can see themselves reflected in the way they desire. To learn more, consult the CASDA language guide. <https://www.casda.ca/language-guide/>.

Government of Canada

Employment Programs for Autistic People

[Government of Canada Jobs](#)

From Employment and Social Development

Disability-specific program (last updated: 2021)

The Government of Canada strives to be representative of the population it serves in all its diversity and is committed to hiring over 5000 persons with disabilities by 2025 in a variety of fields across the federal public service. They are committed to providing an inclusive and barrier-free work environment, starting with the hiring process.

By submitting an application, you're applying to an inventory for **future positions**, rather than a specific job. As positions become available, applicants who meet certain qualifications may be contacted for further assessment. Discover how the Government of Canada Digital Career Opportunities supports delivery of programs and services that matter to Canadians! Register for upcoming information session by contacting cfp.monprochainemploi-mynextjob.psc@canada.ca

Eligibility

No stated eligibility.

[Student Employment](#)

From Employment and Social Development

General program (last updated: 2020)

This service provides you with current job opportunities and Government of Canada hiring programs for students. You may also sign up for Job Alerts which will send you an alert through email when new opportunities are available.

Eligibility

You are eligible for this program if you meet these 3 requirements:

- you are a full-time high school, CEGEP, college or university student
- you are returning to full-time studies in the next academic year
- you meet the minimum age requirement in the province/territory of work

This includes students with physical or emotional disabilities deemed to have full-time status by their academic institution. Adult students registered in education and retraining programs at the secondary level may also be eligible for student employment programs. Students who are in their final year of academic study and who are not intending to return to full-time studies are eligible to work part-time up until the time they graduate.

[Learn more about student eligibility here.](#)

[Entrepreneurs with Disabilities Program](#)

From Western Canada Business Service Network

Disability-specific program (last updated: 2018)

Western Canadians who have a disability can access a network of business professionals and a world of resources through Western Economic Diversification Canada's Entrepreneurs with Disabilities Program (EDP). The Entrepreneurs with Disabilities Program (EDP) provides access to business services across Western Canada, including:

- Mentoring and one-on-one counseling services
- Access to business training and development
- Business loans (in some locations)
- Help to identify requirements for specialized equipment

In rural communities, the program is delivered through [Community Futures offices](#).

Eligibility

Employers meeting the following basic criteria may be considered for support through the EDP:

- Have been unsuccessful in getting needed funding for business from other sources
- Are unable to perform at least one of the basic activities of entrepreneurship or self-employment
- Are disabled due to physical or mental impairment
- Have a possible business plan and are a new or current small business owner with a disability
- Live in Western Canada.

[Future Skills](#)

From Employment and Social Development Canada

General program (last updated: 2021)

Future Skills helps Canadians to take advantage of new opportunities, better prepare for jobs of the future and supports employers to have access to a skilled workforce needed to grow. The Future Skills Centre (FSC) is a pan-Canadian organization dedicated to creating a future in which everyone has life-long access to high-quality career advice and learning opportunities.

The program is committed to an inclusive approach with an emphasis on addressing systemic barriers and engaging underserved groups, such as women, youth, Indigenous peoples, newcomers, racialized people, LGBTQ2S+ people, **persons with disabilities**, veterans, and Canadians living in rural, remote, and Northern communities.

Eligibility

No stated eligibility.

[The Atlantic Autism Supports and Employment Network](#)

From Future Skills Center

Disability-specific program (last updated: 2021)

Using remotely delivered and locally facilitated programs, this partnership is designed for autistic people as they connect to competitive employment opportunities and local support, helping ensure that the labour market's recovery includes individuals with disabilities. Future Skills Centre is offering a support network that helps autistic employees/job seekers adapt to changes in the post-pandemic employment landscape. The activities will support 15 individuals per site annually, for a total of 120 job seekers with autism supported over 2 years across Atlantic Canada.

Eligibility

Autistic job seekers in Atlantic Canada (Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland and Labrador).

[Federal Student Work Experience Program](#)

From the Public Service Commission

General program (last updated: 2021)

Resource for students to explore career opportunities. Through this program you can explore hundreds of career paths and thousands of jobs that the Government of Canada has to offer across the country.

When you apply this program asks you to indicate (self-declare) if you identify as a woman, or are an Aboriginal person, a member of a visible minority, or a person with a **disability**. Some jobs are only available to people in these groups. To be considered for these opportunities, you need to self-declare.

Eligibility

You are eligible for the program if you meet the following requirements:

- You are a full-time high school, CEGEP, college or university student
- You are returning to full-time studies in the next academic year
- You meet the minimum age requirement in the province/territory of work

Students who are in their final year of academic study and who are not intending to return to full-time studies are eligible to work part-time up until the time they graduate.

[The Federal Internship Program for Canadians with Disabilities](#)

From the Public Service Commission

Disability-specific program (last updated: 2021)

The Federal Internship Program for Canadians with Disabilities is a national program that offers internships to Canadians with disabilities. Interns will have the opportunity to develop their work skills and increase their employability.

This program will offer 2-year internship opportunities in the federal public service to 125 persons with disabilities between 2019 and 2024. The program works with the Canadian Association of Supported Employment (CASE) and employment agencies across the country to identify candidates. When applying the applicant must self-declare as a person with a disability.

Eligibility

If you are a person with a disability, be sure to self-declare when you apply for federal public service jobs. This will help you connect with managers looking to hire persons with disabilities. Eligibility varies depending on the position you apply to.

[The Accessibility, Accommodation and Adaptive Computer Technology program](#)

From Shared Services Canada

Disability-specific program (last updated: 2021)

For public servants with disabilities or injuries, AACT offers a wide range of adaptive computer technologies, tools, training, services and resources. These programs and support help users explore, experiment, and learn about adaptive solutions and collaborative workplaces. They create individual work plans that allow public servants to work collaboratively in a safe, accessible and productive environment.

Eligibility

- **An employee** with a disability or injury who needs adaptive tools or services, advice on best practices, or resources to access workplace technology
- **A manager** addressing workplace barriers for an employee with a disability, seeking advice on best practices, or looking for resources to access workplace technology
- **A human resources professional** supporting programs with hiring processes. AACT will help you tap into the underrepresented talents of people with disabilities
- **An IT professional** who needs to learn how to support adaptive computer technology AACT can help you integrate the adaptive computer technology tools into the users' technical environment and troubleshoot issues
- **A procurement professional who needs to** identify if accessibility is addressed in procurements
- **A government organization** looking to support its employees through training, workshops, skills development, mentoring, or sessions on topics such as creating accessible digital content and documents

[Employment Insurance Program](#)

From Employment and Social Development Canada

General program (last updated: 2021)

The Employment Insurance (EI) program provides temporary income support to unemployed workers while they look for employment or to upgrade their skills. The EI program also provides special benefits to workers who take time off work due to specific life events:

- Illness
- Pregnancy
- Caring for a newborn or newly adopted child
- A critically ill or injured person
- A family member who is seriously ill with a significant risk of death

Eligibility

Workers receive EI benefits only if they have paid premiums in the past year and meet qualifying and entitlement conditions. Self-employed workers may participate in EI and receive special benefits.

The Indigenous Skills and Employment Training Program

From Employment and Social Development Canada

General program (last updated: 2020)

The Indigenous Skills and Employment Training (ISET) Program is designed to help Indigenous people improve their skills and find employment. The ISET Program provides funding to Indigenous service delivery organizations that design and deliver job training services to First Nations, Inuit, Métis and urban/non-affiliated Indigenous people in their communities.

If you would like to find training programs please visit [Indigenous Service Delivery Organizations](#)

Eligibility

No stated eligibility.

Job Bank Program

From Employment and Social Development Canada

General program (last updated: 2020)

The Job Bank website and mobile app give job seekers access to job opportunities across Canada. They also give various job-searching tools. The Job Bank supports job seekers in finding suitable employment and employers in finding suitable workers.

Eligibility

No stated eligibility.

Red Seal Program

From Employment and Social Development Canada

General program (last updated: 2020)

The Red Seal Program works directly with the skilled trades industry. They develop standards and exams for Red Seal trades. A tradesperson who passes the Red Seal exam receives a Red Seal endorsement. The Red Seal is proof that a tradesperson has met the national standard in their trade.

Eligibility

Click [here](#) to access financial supports and see if you are eligible. Eligibility varies by the type of financial support.

[Apprenticeship Incentive Grant for Women](#)

From Employment and Social Development Canada

General program (last updated: 2021)

The Apprenticeship Incentive Grant for Women (AIG-W) helps you pay for expenses while you train as an apprentice in a Designated Red Seal Trade where women are underrepresented.

Eligibility

To be eligible for the AIG-W, you must:

- Be a Canadian citizen, permanent resident, or protected person
- Not be a high school student
- Self-identify as a woman
- Have the required AIG-W supporting documents
- Register with your provincial/territorial apprenticeship authority as an apprentice in a designated Red Seal trade having low female representation

Please click [here](#) to view all eligibility requirements

[The Disability Vocational Rehabilitation Program](#)

From Employment and Social Development Canada

Disability-specific program (last updated: 2017)

The Disability Vocational Rehabilitation Program is a voluntary program that helps Canada Pension Plan (CPP) disability benefit recipients return to work. If you are receiving a CPP disability benefit, you may be eligible for vocational counseling, financial support for training, and job-search services.

While you participate in the program, you continue to receive your regular CPP disability benefit, including while you search for a job. In the past, many people receiving benefits because of a severe and prolonged disability believed that they were permanently out of the workforce. Now, new technologies, medical treatments and skills training are making it possible for some people with severe disabilities to re-enter the workforce.

Eligibility

You can participate in the Disability Vocational Rehabilitation Program if:

- You are receiving a CPP disability benefit

- You are willing and able to participate in the program
- You are motivated
- You are likely to return to work through the assistance of this program
- Your medical condition is stable

[Jobs at Parks Canada](#)

From Employment and Social Development Canada

General program

At Parks Canada they have a team of more than five thousand people who work in a wide range of jobs. Anywhere you work you will protect and preserve Canada's national parks, national historic sites and national marine conservation areas for future generations. Parks Canada also has a strong student employment program.

Parks Canada is committed to the principles of diversity and employment equity under the Employment Equity Act. When applying for jobs with Parks Canada, they encourage members of designated groups to identify themselves.

Eligibility

No stated eligibility.

[Communications Security Establishment](#)

From Communications Security Establishment

General program (last updated: 2020)

CSE students work on meaningful projects that have an impact on the country, and they build personal connections that last beyond their student years. CSE's main objective is to retain students as full-time employees after their studies.

Student job types:

- Business administration
- Communications
- Computer science
- Engineering
- Events and training coordination
- Human resources

The CSE believes that a diverse and inclusive workforce has improved their work. CSE's diversity programs go far beyond the minimum requirements of the Employment Equity Act. The CSE has developed numerous activities that keep us focused on inclusion, not just representation. Their Employment Equity and Diversity Program focuses on awareness and communication initiatives for managers and employees. Click [here](#) to discover more about their diversity and inclusion efforts.

Eligibility

To be part of CSE's student program you must be registered full-time in a Canadian college or university.

Employment Programs for Employers

Canada Summer Jobs (YESS)

From Employment and Social Development Canada

General program (last updated: 2020)

The program provides wage subsidies to employers from not-for-profit organizations, the public-sector, and private sector organizations with 50 or fewer full-time employees, to create quality summer work experiences for young people aged 15 to 30 years. As of 2019, funded employers are no longer restricted to hiring students: all youth aged 15 to 30 years may be eligible participants.

Not-for-profit employers are eligible to receive funding for up to 100% of the provincial or territorial minimum hourly wage. Public and private sector employers are eligible to receive funding for up to 50% of the provincial or territorial minimum hourly wage.

This initiative aims to:

- Provide quality work experiences for youth
- Respond to national and local priorities to improve access to the labour market for youth who face unique barriers
- Provide opportunities for youth to develop and improve their skills

Eligibility

Funded employers are not restricted to hiring students — all youth aged 15 to 30 years may be eligible participants. Click [here](#) to view the specific eligibility requirements.

Young Canada Works in Both Official Languages

From the Department of Canadian Heritage

General program (last updated: 2021)

Young Canada Works in Both Official Languages (YCWOL) is a short-term job program. Eligible employers may benefit from salary subsidies and access to a pool of talented youth with innovative ideas and competitive skills. Positions last from six to 16 weeks.

For students who must travel at least 125 km from their permanent residence to their job site, Young Canada Works in Both Official Languages will pay the cost of one round trip between the student's permanent residence and workplace. The program also offers an allowance for housing costs incurred by a participant who must pay for rent.

The program offers wage subsidy as well as access to a pool of youth applicants to employers.

Eligibility

An employer may be eligible if it is:

- A private, public, non-profit organization, or a municipality;
- Incorporated
- Involved in national, provincial, territorial, municipal or community activities
- Willing to hire young people from other regions of Canada
- Conducting activities in both official languages
- Stable and financially healthy

An employer is not eligible if it is:

- A federal department, federal agency or Crown Corporation
- A provincial or territorial government department

[Future Skills](#)

From Employment and Social Development Canada

General program (last updated: 2021)

Future Skills helps Canadians to take advantage of new opportunities, better prepare for jobs of the future and supports employers to have access to a skilled workforce needed to grow. The Future Skills Centre (FSC) is a pan-Canadian organization dedicated to creating a future in which everyone has life-long access to high-quality career advice and learning opportunities.

[Eligibility](#)

No stated eligibility.

[Hire Persons with Disabilities](#)

From Employment and Social Development Canada

Disability-specific program (last updated: 2021)

Online resource that connects employers with resources on "Why you should hire persons with disabilities, how you can hire persons with disabilities, Tools to help you create an inclusive workplace, and Funding to help employers create accessible workplaces."

[Eligibility](#)

No stated eligibility.

[Employment Insurance Program](#)

From Employment and Social Development Canada

General program (last updated: 2021)

The Employment Insurance (EI) program provides temporary income support to unemployed workers while they look for employment or to upgrade their skills.

Eligibility

The EI program also provides special benefits to workers who take time off work due to specific life events.

- Illness
- Pregnancy
- Caring for a newborn or newly adopted child
- A critically ill or injured person
- A family member who is seriously ill with a significant risk of death

Self-employed workers may participate in EI and receive special benefits. EI work-sharing benefits help employers and employees avoid layoffs when there is a temporary reduction in the level of business activity. While the employer recovers, the measure provides support to employees who work a temporarily reduced work week.

Job Bank Program

From Employment and Social Development Canada

General program (last updated: 2021)

The Job Bank website and mobile app give job seekers access to job opportunities across Canada. They also give various job-searching tools. The Job Bank supports job seekers in finding suitable employment and employers in finding suitable workers.

To post a job please click [here](#).

Eligibility

No stated eligibility.

Skills for Success

From Employment and Social Development Canada

General program (last updated: 2021)

The Skills for Success program provides funding to organizations, employers, provinces and territories to:

- Develop assessment and training tools related to the Skills for Success, and
- Test, replicate, and scale Skills for Success training approaches with a focus on groups underrepresented in the workplace.

This program is focused on ensuring people with a disability, Indigenous and racialized populations across Canada are able to obtain skills for success in the workplace.

Eligibility

- Not-for-profit organizations

- For-profit organizations (For-profit organizations may be eligible for funding provided that the nature and intent of the activity is non-commercial, not intended to generate profit, and supports program priorities and objectives)
- Municipal governments
- Aboriginal organizations (including band councils, tribal councils and self-government entities)
- Provincial and territorial governments, institutions, agencies and Crown Corporations

[The Union Training and Innovation Program](#)

From Employment and Social Development Canada

General program (last updated: 2020)

The Union Training and Innovation Program (UTIP) supports:

- Apprenticeship training
- Innovation

The program also aims to improve the participation of key groups in the skilled trades to have a more inclusive workforce. The program targets key groups, for example:

- Women
- Indigenous people
- Newcomers
- Persons with disabilities
- Visible minorities

The program provides \$25 million annually through two streams of funding:

[Stream 1 - Investments in Training Equipment:](#)

- Supports the purchase of equipment and materials needed to train workers in the Red Seal trades
- Project must be union-led

[Stream 2 - Innovation in Apprenticeship:](#)

- Supports innovative approaches to address apprenticeship challenges; and
- Supports partnerships between organizations
- Union involvement is required in the project

The UTIP's objective is to improve the quality of training in the skilled trades enabling a more skilled, certified and productive workforce.

[Eligibility](#)

To learn more on how you can apply please click [here](#).

[Wage subsidies to hire post-secondary students](#)

From Employment and Social Development Canada

General program (last updated: 2021)

Through the Student Work Placement program, employers can apply for wage subsidies to help them hire post-secondary students across Canada.

How much funding can you get?

Up to \$5,000 for every student you hire through the program

Up to \$7,000 for every student you hire that is in their first year or is from an under-represented group including:

- Women in STEM
- Persons with disabilities
- Newcomers
- Indigenous students
- Visible minorities

Eligibility

Employers looking to hire post-secondary students.

[The Accessibility, Accommodation and Adaptive Computer Technology program](#)

From Shared Services Canada

Disability-specific program (last updated: 2021)

AAACT offers a wide range of adaptations, alternate approaches, tools, training, services, resources and adaptive computer technologies for public service employees with disabilities or injuries. It allows you to explore, experiment, and learn about inclusive design, collaborative workplaces and adaptive solutions.

AAACT can help your organization to:

- Create engaging accessible digital content, website materials and documents
- Test, evaluate and understand compliance with digital content accessibility standards
- Design, procure and test enterprise solutions, information and communication technologies (ICT), and services that meet digital accessibility requirements
- Conduct user testing with people who have disabilities
- 3D print customized solutions
- Convert documents into multiple formats (DAISY, Braille, audio, and so on)

Eligibility

- **An employee** with a disability or injury who needs adaptive tools or services, advice on best practices, or resources to access workplace technology
- **A manager** addressing workplace barriers for an employee with a disability, seeking advice on best practices, or looking for resources to access workplace technology
- **A human resources professional** supporting programs with hiring processes. AAACCT will help you tap into the underrepresented talents of people with disabilities

- **An IT professional** who needs to learn how to support adaptive computer technology AACT can help you integrate the adaptive computer technology tools into the users' technical environment and troubleshoot issues
- **A procurement professional who needs to** identify if accessibility is addressed in procurements
- **A government organization** looking to support its employees through training, workshops, skills development, mentoring, or sessions on topics such as creating accessible digital content and documents

Employment Programs for Service Providers

[Accessible Technology Program](#)

From Innovation, Science and Economic Development Canada

Disability-specific program (last updated: 2019)

This program funds innovative projects led by research institutes, private sector companies, and not-for-profit organizations to develop innovative assistive and adaptive devices and technologies to help Canadians with disabilities overcome barriers that come in the way of their full participation in the workplace.

Eligibility

To qualify for funding your organization must be a Canadian legal entity, including for-profit organizations, not-for-profit organizations, and research institutes Click [here](#) to view specific eligibility requirements.

[Enabling Accessibility Fund](#)

From Employment and Social Development Canada

Disability-specific program (last updated: 2020)

The Enabling Accessibility Fund (EAF) provides funding for projects that make Canadian communities and workplaces more accessible for persons with disabilities. EAF aims to create more opportunities for persons with disabilities to take part in community activities, programs and services, or to access employment.

- Small projects may receive up to \$100,000
- Mid-sized projects may receive up to \$3 million
- Youth Innovation Projects may receive up to \$10,000

Eligibility

To receive funding, your organization must be a:

- Not-for-profit organization
- Business

- Small municipality
- Indigenous organization (including band councils, tribal councils and self-government entities)
- Territorial government

There are 3 different program components in EAF. Each component holds separate calls for funding which further defines the eligibility criteria.:

- [Small Projects Components](#)
- [Mid-Sized Projects](#)
- [Youth Innovation Projects](#)

[Opportunity Fund for Persons with Disabilities](#)

From Employment and Social Development Canada and delivered across the country by Service Canada Centres, in partnership with organizations in the community.

Disability-specific program (last updated: 2019)

Through funding of organizations, the *Opportunities Fund for Persons with Disabilities* assists persons with disabilities to prepare for, obtain and maintain employment. It supports persons with disabilities in overcoming barriers to participation in the Canadian labour market, and it supports employers to hire persons with disabilities. This program supports a wide range of programs and services, including job search supports, pre-employability services, wage subsidies, work placements and employer awareness initiatives to encourage employers to hire persons with disabilities. The Opportunities Fund is delivered across the country by Service Canada Centres, in partnership with organizations in the community.

Organizations who apply can access the following:

- Activity funding. An activity consists of programs and services tailored to meet the individual needs of persons with disabilities that help prepare for, obtain, and maintain employment or self-employment to increase their economic participation and independence.
- Employers can apply for wage subsidies or skills training for their new employees.
- Employers might be eligible for disability support services such as technology, equipment, workshops (e.g., Mental Health First Aid for staff), and onsite job coaching for the new employee.

Currently, the Opportunities Fund is funding numerous national and regional programs across Canada, including CASDA and Inclusion Canada's Ready, Willing, and Able program, and The Sinneave Family Foundation's EmploymentWorks program.

[Eligibility](#)

Please visit the links below to discover information about active regional and national projects.

- [Active Regional Projects](#)
- [Active National Projects](#)

Future Skills

From Employment and Social Development Canada

Disability-specific program (last updated: 2020)

Future Skills helps Canadians to take advantage of new opportunities, better prepare for jobs of the future and supports employers to have access to a skilled workforce needed to grow. The Future Skills Centre (FSC) is a pan-Canadian organization dedicated to creating a future in which everyone has life-long access to high-quality career advice and learning opportunities.

Eligibility

To learn more about how you can submit your proposal please click [here](#).

Skills Link (YESS)

From Employment and Social Development Canada

General program (last updated: 2020)

Through funding of organizations, the *Skills Link* program helps youth overcome barriers to employment, develop a broad range of skills and knowledge in order to participate in the current and future labour market and to promote education and skills as being key to labour market participation. These barriers include, but are not limited to, challenges faced by recent immigrant youth, youth with disabilities, single parent youth, youth who have not completed high school, Indigenous youth, and youth living in rural or remote areas.

Organizations who apply can access:

- For employees, financial assistance may be provided to cover all, or a portion of the costs associated with participation in approved activities, for a maximum of \$25 000 per participant.
- Additional funding is available to accommodate people with disabilities; a rationale for these additional expenses must be documented.
- Included costs include income support to individuals based on the province or territory minimum wage, mandatory employment related costs, additional supports such as dependent care or travel or transportation (including for relocation), completion bonuses, and other supports for a maximum of \$500 to cover the cost of items associated with the youth's participation.

Eligibility

Applicants who are eligible to receive funding from ESDC/SC towards a Skills Link project include:

- Not-for-profit organizations
- Municipal governments
- Aboriginal organizations (including band councils, tribal councils and self-government entities);
- for-profit organization
- Provincial and territorial governments, institutions, agencies and Crown Corporations.
- Applicants can be either employers/organizations or community coordinators.

[Youth Employment and Skills Strategy](#)

From Employment and Social Development Canada

General program (last updated: 2020)

The Youth Employment and Skills Strategy (YESS) program provides up to \$600M funding to organizations to deliver a range of activities that help youth overcome barriers to employment and develop a broad range of skills and knowledge in order to participate in the current and future labour market. Support will be tailored to the needs of youth that are facing barriers to employment.

YESS offers direct funding for a range of activities. Organizations can apply for activity funding either regionally or nationally. The YESS program also encourages collaborations and innovation to increase capacity across the youth service provider network (e.g., employers, service delivery organizations and educational institutions), to better support youth, and to help employers hire and retain youth, in particular those who face barriers.

Recently YESS has released information regarding future projects. To find out more please click [here](#).

[Eligibility](#)

Eligible recipients for this Call for Proposals are:

- Not-for-profit organizations
- Municipal governments
- Indigenous organizations (including incorporated for-profit and not-for-profit Indigenous controlled organizations, Indigenous controlled unincorporated associations, Indian Act bands, tribal councils and Indigenous self-government entities)
- For-profit organizations

Organizations that deliver activities serving young Canadians (15-30) facing barriers to employment can obtain more information [here](#).

[Career Focus \(YESS\)](#)

From Employment and Social Development Canada

General program (last updated: 2020)

Career Focus provides funding for employers and organizations to design and deliver a range of activities that enable youth to make more informed career decisions and develop their skills.

Career Focus aims to:

- Increase the supply of highly qualified workers
- Facilitate the transition of highly skilled young people to a rapidly changing labour market
- Promote the benefits of advanced studies
- Demonstrate federal leadership by investing in the skills required to meet the needs of the knowledge economy

Eligibility

Eligible applicants include:

- Not-for-profit organizations
- Municipal governments
- Aboriginal organizations (including band councils, tribal councils and self-government entities)
- For-profit organizations
- Provincial and territorial governments, institutions, agencies and Crown Corporations

[The Indigenous Skills and Employment Training Program](#)

From Employment and Social Development Canada

General program (last updated: 2020)

The Indigenous Skills and Employment Training (ISET) Program is designed to help Indigenous people improve their skills and find employment. The ISET Program provides funding to Indigenous service delivery organizations that design and deliver job training services to First Nations, Inuit, Métis and urban/non-affiliated Indigenous people in their communities.

Eligibility

Indigenous service delivery organizations that design and deliver job training services to First Nations, Inuit, Métis and urban/non-affiliated Indigenous people in their communities.

[Sectoral Initiatives Program](#)

From Employment and Social Development Canada

General program (last updated: 2021)

The Sectoral Initiatives Program (SIP) is a grants and contributions program, which helps key sectors of the economy. The SIP supports sectors in identifying, forecasting and addressing their human resources and skills issues. The Program provides funding to stakeholders to develop and distribute:

- Sector-specific labour market intelligence
- National occupational standards
- Skills certification and accreditation systems
- New workforce development methods and solutions

Eligible organizations can apply for up to \$2,500,000 (per project, per year). This program will fund projects that identify, forecast and address sectoral or cross-sectoral human resources and skills development needs.

The SIP will consider the following to select a diverse range of projects to fund:

Focus on supporting underrepresented groups, such as:

- Persons with disabilities

- Indigenous peoples
- Visible minorities
- Women
- Youth
- Newcomers

Eligibility

Your organization must be one of the following:

- Not-for-profit organization
- For-profit organization provided that the nature and intent of the activity is non-commercial and does not generate profit
- Municipal government
- Indigenous organization including:
 - Band council
 - Tribal council
 - Self-government entity
- Provincial and territorial government, institution, agency or Crown Corporation

Skills for Success

From Employment and Social Development Canada

General program (last updated: 2021)

The Skills for Success program provides funding to organizations, employers, provinces and territories to:

- Develop assessment and training tools related to the Skills for Success, and
- Test, replicate, and scale Skills for Success training approaches with a focus on groups underrepresented in the workplace.

Eligibility

The following organizations can apply:

- Not-for-profit organizations;
- For-profit organizations (For-profit organizations may be eligible for funding provided that the nature and intent of the activity is non-commercial, not intended to generate profit, and supports program priorities and objectives);
- Municipal governments;
- Aboriginal organizations (including band councils, tribal councils and self-government entities); and
- Provincial and territorial governments, institutions, agencies and Crown Corporations.

The Union Training and Innovation Program

From Employment and Social Development Canada

General program (last updated: 2020)

The Union Training and Innovation Program (UTIP) supports:

- Apprenticeship training
- Innovation

The Program also aims to improve the participation of key groups in the skilled trades to have a more inclusive workforce. The Program targets key groups, for example:

- Women
- Indigenous people
- Newcomers
- Persons with disabilities
- Visible minorities

The program provides \$25 million annually through two streams of funding:

[Stream 1 - Investments in Training Equipment:](#)

- Supports the purchase of equipment and materials needed to train workers in the Red Seal trades
- Project must be union-led

[Stream 2 - Innovation in Apprenticeship:](#)

- Supports innovative approaches to address apprenticeship challenges; and
- Supports partnerships between organizations
- Union involvement is required in the project

The UTIP's objective is to improve the quality of training in the skilled trades enabling a more skilled, certified and productive workforce.

Community Delivery Partners

[Canadian Council on Rehabilitation and Work](#)

The Canadian Council on Rehabilitation and Work (CCRW) helps people with disabilities to break down barriers to employment. They give job seekers the tools and confidence to educate and market themselves; they help them refine and demonstrate their abilities. They help employers become leaders in socially and fiscally responsible hiring and retention practices. It is important to them that employers understand the business case for hiring qualified employees with disabilities.

[Job Accommodation Service](#)

Workplace Accommodation Assessment: In-site assessments to learn which workplace accommodation(s) will optimize the performance and comfort of employees with disabilities. Their expertise extends to all types of disabilities, conditions, roles and work environments.

Presentations and Workshops: Deliver presentations and workshops across Canada covering a variety of disability-related topics. The sessions use case studies to illustrate topics covered and may be customized based on your company's needs.

[WORKink](#)

Provides a dedicated space for job postings by equity employers* offering inclusive employment.

[Youth the Future](#)

22-week pre-employment skills development program that provides youth with disabilities the pre-employment skills necessary to enter today's workforce.

[Partners](#)

Connect Canadian employers with qualified employees who have disabilities. Their services include:

- career exploration and decision making
- short-term training and skills upgrading
- job search strategies
- cover letter and resume development
- interview skills
- disclosure and accommodation support
- wage subsidies
- ongoing job maintenance and support

[Ready, Willing & Able](#)

Ready, Willing and Able (RWA) is a national partnership of Inclusion Canada, the Canadian Autism Spectrum Disorders Alliance (CASDA) and their member organizations. Funded by the Government of Canada and active in 20 communities across the country, RWA is designed to increase the labour force participation of people with an intellectual disability or autism spectrum disorder (ASD).

Government of Alberta

Employment Programs for Autistic People

[Alberta Aids to Daily Living](#)

From Community and Social Services

Disability-specific program (last updated: 2020)

Alberta Aids to Daily Living (AADL) provides funding to people with disabilities to pay for basic medical equipment and supplies. The funding can cover walkers, wheelchairs, specialized seating devices, speech generating communication devices, or other accommodations (from specific vendors) to aid in daily living, including in employment. This program does not cover foot orthotics, eyeglasses, prescription drugs, and dental care or dentures.

Eligibility

You may be eligible for benefits through AADL if you:

- Have a valid Alberta Health Care Insurance Plan card
- Require assistance because of a long-term disability, chronic illness or terminal illness
- Long-term and chronic are defined as being 6 months or longer

[Alberta Job Corps](#)

From Human Services

General program (last updated: 2018)

The Alberta Job Corps (AJC) program offers an alternative to Income Support benefits, provides assessment and individualized service development as well as service management, assists with the transition to employment (workplace essential skills, safe work practices, and exposure to or alternative occupations in the labour market via job coaching), as well as meets local labour market needs (usually receiving minimum wage pay). Applicants must demonstrate that they are unable to get or maintain work in the competitive labour market. AJC provides a structured, supportive training environment and work setting for individuals and works in cooperation with the local community.

Eligibility

Individuals eligible for Alberta Job Corps will have barriers to employment that have made it difficult for them to obtain or maintain employment. In addition, you must be:

- At least 18 years of age (exceptions may be approved by the Area Manager)
- Legally entitled to work in Canada
- Unemployed or underemployed
- In receipt of, or would otherwise qualify for IS benefits

[Alberta Jobs Now](#)

From Ministry of Labour and Immigration

General program (last updated: 2021)

The Alberta Jobs Now program will provide up to \$370 million to help private and non-profit businesses with job supports to get thousands of Albertans back to work. Employers can apply for funding to offset the cost of hiring and training unemployed or underemployed Albertans in new or vacant positions. This federal-provincial investment is the largest job training program in Alberta's history. This program will help the province's recovery, help businesses re-open or grow their workforce, and give Albertans an opportunity to gain the skills they need in today's job market.

Eligibility

Private sector businesses and non-profit organizations in Alberta can apply. Applications will be assessed on a first come, first served basis.

[Alis](#)*From Community and Social Services***General program** (last updated: 2021)

The alis website provides career, learning, and employment information that helps Albertans achieve success. To help job seekers succeed, alis offers information about:

- Career planning
- Post-secondary education and training
- Educational funding
- Job searches
- Labour market trends
- Workplace issues

The Government of Alberta works with the Government of Canada to provide employment support programs and services.

Eligibility

Not specified.

[Assured Income for the Severely Handicapped](#)*From Community and Social Services***Disability-specific program** (last updated: 2020)

Some individuals may not qualify for [Persons with Developmental Disabilities \(PDD\) program](#), but may still be eligible for Assured Income for the Severely Handicapped (AISH). AISH provides financial and health benefits for eligible low-income Albertans with a permanent medical condition that prevents them from earning a living. AISH clients can earn some employment income without impacting their benefits. Autistic people can access the guide [here](#), including how to apply.

[*Eligibility*](#)

To be eligible for AISH:

- You have a medical condition that substantially limits your ability to earn a living
- Your medical condition is likely to remain permanent
- There is no medical treatment, therapy, rehabilitation or training available that will help improve your ability to earn a living
- You are at least 18 years old and not eligible to receive an Old Age Security pension
- You are not in a correctional facility or some mental health facilities such as Alberta Hospital Edmonton
- You meet financial eligibility criteria

[Disability Related Employment Supports](#)

From Community and Social Services

Disability-specific program (last updated: 2020)

The Disability Related Employment Supports (DRES) program provides funding in three categories: job search supports, workplace supports, and educational supports (e.g. accommodations). Job search supports help Albertans with finding employment (e.g. alternative communication in job interviews), workplace supports help Albertans fully participate in the workforce (e.g. job coach), while educational supports help Albertans in post-secondary education (e.g. assistive technology or note-taker).

[*Eligibility*](#)

To be eligible for DRES supports and/or services you must:

- Have a diagnosed and documented permanent or chronic disability that creates a barrier to education, training and/or employment
- Be legally entitled to work and/or train in Canada
- Intend to work
- Be eligible for DRES through an Employability Assessment and have a Service Plan

[Family Support for Children with Disabilities](#)

From Community and Social Services

Disability-specific program (last updated: 2020)

Family Support for Children with Disabilities (FSCD) works in partnership with families of children and youth with disabilities under the age of 18. This program includes a professional team for young people transitioning out of the program that will guide autistic people in school and/or employment by developing a transition plan. The program maps out an individualized employment plan for the family of the young person. This team also helps with the transition to the PDD and AISH programs.

[*Eligibility*](#)

For your family to be eligible for the FSCD program:

- Your child with a disability must be under 18 years
- The person applying for the program must be the child's parent or guardian
- The child must reside in Alberta

You must also have medical documentation confirming your child has a:

- Diagnosis for a disability that is due to a developmental, physical, sensory, mental or neurological condition or impairment, and/or
- Health condition that impacts their daily living activities such as eating, grooming, walking, interacting with others, playing and problem solving

[Income Support](#)

General program (last updated: 2021)

Income Support can help with basic living costs and other necessities while waiting for employment. The program offers free assessment for people going in.

[Eligibility](#)

You must:

- Be at least 18 years old
- Be unable to pay for your basic needs
- Not have income or assets that exceeds:
 - \$5,000 in RRSPs per adult
 - \$10,000 equity in vehicles
- Not have income that exceeds what you would receive from Income Support core benefits
- Not have cash or savings that exceed the liquid asset limit (the limit is generally three times the Income Support core benefit amount you would be eligible to receive)
- Be willing to apply for other income programs that you may be eligible to receive (such as Employment Insurance)

Your situation must be one of the following. You:

- Are looking for work
- Are working but not earning enough
- Are unable to work for a short time
- Need help to access training to find a job
- Are unable to work due to chronic health problems or other concerns

You must be willing to:

- Provide personal and financial information for all members of your household
- Develop and follow a plan with your Income Support worker to improve your situation

[Internship for Persons with Disabilities](#)

From Community and Social Services

Disability-specific program (last updated: 2020)

The Alberta government offers 1-year paid government work experience that offers professional development and network building opportunities to Albertans with disabilities. These positions open depending on needs of Alberta offices and interns are paid by position classification, candidate experience and education. Daily living supports are available with this program for applicants who require accommodations.

Eligibility

- Internships are open to persons with disabilities who have graduated from high school or postsecondary in the last 2 years.
- Supports are available to help with daily living – candidates who may require accommodation are encouraged to apply.

[Learner Income Support and Skills Investment Bursary](#)

From Community and Social Services

General program (last updated: 2020)

Unemployed Albertans or Albertans working less than 20 hours a week over the last 12 weeks qualify for funding for full time basic education or upgrading or English as a Second Language (ESL) under Learner Income Support or part-time under Skills Investment Bursary. To be eligible, the applicant must already be enrolled in an approved program, which includes the [Transitional Vocational Program](#) for people with a mild developmental disability, a program that increases people's chances of getting a job and helps become more independent.

Eligibility

- [Eligibility criteria for full-time learners](#)
- [Eligibility criteria for part-time learners](#)

[Persons with Developmental Disabilities](#)

From Community and Social Services and Human Services

Disability-specific program (last updated: 2020)

PDD funds the staffing models within disability services.

The Persons with Developmental Disabilities Program (PDD) helps eligible adults with planning and services to meet personal needs and goals. Eligible applicants, their family, friends, or anyone else on the applicant's support team then meets with a worker to discuss an Outcome Plan on their vision, needs, desired outcomes, services that would help, and where to find those services in their community. The Outcome Plan then helps service providers develop the applicant's Individual Support Plan in the next 3

months. The Individual Support Plan is a detailed plan of how service providers will help the applicant reach their goals.

Services applicants can access include:

- Employment supports (e.g. sheltered workshops such as Excel and Chrysalis; if living in residence, Autistic people can access service providers to help them with employment)
- As well as other supports such as:
 - Home living supports
 - Respite services
 - Community access supports
 - Short-term support or training for the applicant's support team
 - Specialized supports for mental health or involvement with the law

This program includes follow-up reviews with the worker assigned to the applicant.

Eligibility

Please see the detailed eligibility criteria [here](#).

Transitional Vocational Program

From Community and Social Services

Disability-specific program (last updated: 2011)

The Transitional Vocational Program (TVP) is a specialized program component of the Training for Work initiative. The objective of this program is to provide people with a developmental disability the training and guidance they need to obtain employment and establish and maintain independence. The program integrates theoretical and practical learning through two components:

- Classroom or synchronous e-learning such as training in employability skills, transferable skills, job search skills, retention skills, and independent living and life skills
- Work experience (usually unpaid) in a competitive worksite aligned with the applicant's long-range career goals (instead of a sheltered work or school environment)

The expected outcome of this program is employment.

Eligibility

Please see detailed eligibility criteria [here](#).

Employment Programs for Employers

In Alberta, community delivery partners provide services to employers.

Employment Programs for Service Providers

[Persons with Developmental Disabilities](#)

From Community and Social Services and Human Services

Disability-specific program (last updated: 2020)

The Persons with Developmental Disabilities Program (PDD) helps eligible adults with planning and services to meet personal needs and goals. Eligible applicants Plan, their family, friends, or anyone else on the applicant's support team then meets with a worker to discuss an Outcome on their vision, needs, desired outcomes, services that would help, and where to find those services in their community. The Outcome Plan then helps service providers develop the applicant's Individual Support Plan in the next 3 months. The Individual Support Plan is a detailed plan of how service providers will help the applicant reach their goals.

Services applicants can access include:

- Home living supports
- Respite services
- Community access supports
- Employment supports
- Short-term support or training for the applicant's support team
- Specialized supports for mental health or involvement with the law

This program includes follow-up reviews with the worker assigned to the applicant.

[Eligibility](#)

Individualized funding is available to employment agencies through the PDD program. These agencies are provided a per person rate – fixed amount – and must budget the money in order to run their programs and meet the needs of participants.

[Alberta Works](#)

From Community and Business Services and Human Services

Training for Work funds service providers delivering employment and training supports to those who are unemployed, marginalized employed, using other incomes supports, or Albertans from underrepresented groups including Albertans with disabilities. This program is funded in partnership with the Government of Canada. Specific funds are given to immigrant bridging, integrated training, self-employment, transition to employment services, and workplace training.

A portion of Opportunity Funds go to Alberta Works – goes to government, rural area (Opportunity Fund governments). Federal dollars also fund disability services, a certain percentage goes into DRES, for instance.

Eligibility

If you are interested in becoming an approved service provider, *Community and Social Services* has a resource list of qualified service providers (people interested in doing business with the Government of Alberta) for future contracting services. You can express your interest to become an Approved Service Provider by applying to a Pre-Qualified Resource List (PQR).

A PQR is a tool to identify qualified resources to contract with and for which services. The primary objective of a PQR is to ensure fair, transparent and open access to qualified service providers so that Albertans can receive the services and supports they need.

Organizations can learn more about the program at <https://www.alberta.ca/training-work-programs.aspx> and can view requests for Pre-Qualification posted periodically at Alberta Purchasing Connection website <http://www.purchasingconnection.ca/>.

Community Delivery Partners

Alberta community delivery partners of employment supports to people with disabilities, including autism and employers, are:

Autism Calgary - Spectrum Advantage

Autism Calgary is an association of individuals and families living with Autism Spectrum Disorder (ASD) striving to assist each other and the broader community so that those with ASD live meaningful and purposeful lives in a community that values them. Spectrum Advantage is a community-based project of Autism Calgary that was designed to educate, assist and support individuals (18-30) living on the autism spectrum to find employment.

Bridging the Gap

Bridging the Gap is a 20-week employment readiness program that enhances the skills of young job-seeking Albertans (aged 15 to 30) through a combination of practical training and a 12-week work placement provided by recognized organizations representing varied industries. Participants can earn certifications such as First Aid, CPR and WHMIS, and topics such as workplace communication, computer literacy, customer relations and personal development are all covered to ensure participants are well prepared for the job market.

Calgary Alternative Employment Services

Calgary Alternative Employment Services (CAES) assists job-seekers to overcome barriers, understand workplace culture and fill the personnel needs of inclusive employers in Calgary. CAES works with each client to identify their ideal work setting and employment support needs. Job interviews and employment placement are facilitated in accordance with the client's goals. CAES then provides ongoing follow-up support to both the client and the employer in order to strengthen their skills and working relationship as well as ensure job satisfaction and retention.

[Career Services](#)

Career services at Cosmos are designed to help people gain the skills, knowledge, and training to successfully compete in today's ever-changing labour market. They offer thirty years of experience in supporting job seekers, employers and industry leaders through their innovative and flexible training programs. Most importantly, their client's on-going success speaks for itself.

[Centre for Autism Services Alberta](#)

The Centre offers a variety of services and programs for young adults to help them build confidence, develop skills of independence, offer opportunities for socialization and community engagement, and enrich their lives. Their employment readiness programs for youth and adults, including CommunityWorks Canada and EmploymentWorks, support the building skills and confidence to join the job market.

[EmployAbilities](#)

Provides skill development, education, and employment services to adults and youth with medical conditions, mental health challenges, permanent injuries, disabilities, and employment barriers.

[Inclusive Community Employment](#)

The Inclusive Community Employment Program (ICE) assists participants in improved employment opportunities, enhanced work satisfaction, and building and maintaining effective work relationships.

ICE offers support to assist individuals in determining their employment vision and providing guidance and strategies to achieve their employment goals. Through employment counselling and the Skills for Inclusion Workshops, they support the individual's choice. Opportunities exist to enhance and develop interests, skills, and strengths. The development of personal growth achieved through ICE helps to improve their career prospects.

[Norquest College - Autism CanTech!](#)

Autism CanTech! (ACT!) combines supportive programming for participants and employers with career coaching and innovative assistive technology called RoboCoach developed by Technology North Corp. In this program, Autistic youth gain entry-level employability and technical skills for the digital economy through coursework, work experience, and a range of additional supports. Employers gain entry-level employees with unique perspectives, and the supports that they need to enhance accessibility and inclusion in the workplace.

[Rotary Employment Partnerships](#)

A partnership supported by [District 5360](#), Rotary Clubs, [Inclusion Alberta](#), and [Alberta Human Services](#). The goal of the Partnership is to create meaningful employment opportunities for people with developmental disabilities. The Partnership does this by working collaboratively with Rotary members to harness the capacity of the business community to hire and retain employees with developmental disabilities. Through this Partnership, Rotary members, who are primarily business owners, managers and professionals, advocate for the inclusion of people with developmental disabilities in the workforce. Rotary members and clubs make excellent partners given their long-term and outstanding commitment to improving community life.

[On Site Placement – Employment Links Program](#)

Works with individuals to connect with employers to find and maintain employment that matches their skills and abilities.

[Gateway Association](#)

Builds meaningful employment relationships with job seekers who live with disabilities, as well as their employers.

[Signature Support](#)

Their focus is to provide a wide range of employment and day time options to the individuals they serve. Through yearly Person Centered Planning sessions they ensure that they are working towards the individual's chosen set of goals. This can include anything from finding a new job, accessing social opportunities, attending skill development classes, joining local clubs or working towards retirement.

[Sinneave Family Foundation](#)

Committed to removing barriers and enhancing opportunities for autistic youth and adults to thrive in their communities and realize their desired futures, Sinneave offers a variety of employment programs and services, including EmploymentWorks and Launch+Skills, that help job seekers to build the skills needed to succeed in the workplace and get jobs.

[Society for the Treatment of Autism](#)

Provides comprehensive treatment, educational and consulting services for people with ASD and their families. Their employment programs include employment goal setting, job search skills and etiquette, interview skills, support during the hiring process, and adapting to changes in the workplace.

[Transitional Employment Program](#)

The Transitional Employment Program (TEP) is an eleven-month program for adults with developmental disabilities. Olds College has proudly provided this program since 1981. The program helps graduates gain skills needed to enter and maintain employment. Staff work closely to support students and employers to establish goals, monitor progress, and evaluate achievement.

[Transitional Vocational Certificate](#)

This 10 month program offers employment readiness and job skills training to adults with developmental disabilities. If you spent most of your school years in modified classes or left school early because of educational difficulties, you may be interested in this program. This program focuses on teaching useful work skills, attitudes and behaviours. You will be prepared for a job in the community through classroom instruction and on-site job training.

[Transitions to Employment](#)

This program is designed to provide employment preparation training for adults with mild cognitive developmental disabilities. Through a combination of classroom and workplace instruction, students will acquire training on current equipment, an understanding of current workplace practices, and increased self-confidence while receiving ongoing, intensive support and mentoring from staff.

Government of British Columbia

Employment Programs for Autistic People

[Assistive Technology and Employment-Related Disability Supports](#)

From the WorkBC (Ministry of Social Development and Poverty Reduction)

Disability-specific program (last updated: 2020)

This program provides equipment and devices to help individuals thrive in the workplace, including assistive devices, equipment and technology; ergonomic supports; restorative supports; attendant services related to work; ASL interpreting and captioning services; communication and hearing devices; workplace access and modification; and vehicle modifications. It does not fund employment services and case management supports (such as job coaching, skills training, wage subsidies).

[Eligibility](#)

To be eligible for Assistive Technology Services, you must:

- Be 16 years of age or older
- Need assistive equipment, devices or disability supports to start work or to avoid losing:
 - your current work or
 - self-employment or,
 - volunteer work that is part of a longer-term goal of employment

[Community Futures Entrepreneurs with Disabilities Program](#)

From Community Futures

Disability-specific program (last updated: 2020)

The Entrepreneurs with Disabilities Program (EDP) provides a network of business professionals and resources to entrepreneurs with disabilities or ongoing health conditions to pursue their business goals. It promotes self-employment and helps with developing a business plan, business training, business coaching, business loans.

[Eligibility](#)

To be eligible for EDP, you must be an entrepreneur who:

- Self-declares a disability or ongoing health issue
- Has a viable business idea and have demonstrated commitment through research, learning and planning
- Is ready, willing and motivated to run your own business
- Needs additional support to build your business future

[Community Living British Columbia - Crown Corporation](#)

From the Ministry of Social Development and Poverty Reduction

Disability-specific program (last updated: 2020)

With Community Living British Columbia (CLBC), eligible participants talk to a facilitator who develops and walks you through your personal goals, which can include finding a job and other employment supports. These employment supports can be accessed through a local CLBC service provider in your area or be accessed at WorkBC. This includes helping you find and apply for jobs, creating supports to help you find or succeed in the job, or working with an employer to create a job that will benefit both you and the employer.

Apply by contracting your local [CLBC office](#).

Eligibility

- CLBC supports adults who have a developmental disability.
- CLBC also helps adults who have Autism or FASD, and also need support with daily tasks.
- You will have to give CLBC assessment reports and forms filled out by an approved professional, like a psychologist.
- Sometimes these assessments have already been done when you were in school.
- If you don't understand what you need to do, call your nearest CLBC office for help.
- A CLBC facilitator will review the forms and say if you are able to get CLBC support.

Please refer to the complete eligibility criteria [here](#).

[Services to Adults with Developmental Disabilities](#)

From the Ministry of Children and Family Development

Disability-specific program (last updated: 2020)

In Services to Adults with Developmental Disabilities (STADD), transitioning youth and their families are met with a Navigator that helps you and your family discuss your goals, hopes, and dreams as you get older; this can include employment and career. The Navigator can then help you apply for services such as CLBC and other programs that may help you reach your employment goals.

Eligibility

To be eligible for STADD, you must:

- Be between 16 and 24 years old
- Need help planning for your future

[Work-Able](#)

From BC Public Service

Disability-specific program (last updated: 2020)

A 12-month paid internship with the British Columbia Public Service for recent post-secondary graduates (within the last three years) who identify as having a disability for the BC government. It provides learning, coaching, and mentorship to program participants who face barriers to achieving gainful employment.

Eligibility

To be eligible for this Work-Able, you must:

- Be a recent post-secondary graduate (within three years of Internship start date) with a 2-year diploma, or an Associate degree or an Undergraduate or Graduate degree from a recognized post-secondary institution, and
- Be legally entitled to work in Canada.

WorkBC

From the Ministry of Social Development and Poverty Reduction

General program (last updated: 2020)

Employment Services are available through WorkBC, a one-stop resource to all unemployed or precariously employed British Columbians looking for employment. It serves as the provincial government's access point to the world of work in British Columbia to help all British Columbians successfully navigate the labour market.

Eligibility

To be eligible for WorkBC, you must:

- Meet basic eligibility conditions for the program – be unemployed or precariously employed and legally eligible to work in BC, or
- Qualify as an allowable exception to program eligibility requirements (as described below) and, for most services, be assessed as needing the service to successfully get a job. Some services have additional requirements.

Employment Programs for Employers

Industry Training Authority – Crown Corporation

From the Ministry of Advanced Education, Skills & Training

General program (last updated: 2020)

Industry Training Authority (ITA) coordinates British Columbia's skilled trades system by working with employers, employees, industry, labour, training providers and government.

Eligibility

No stated eligibility.

[Presidents Group](#)

From the Ministry of Social Development and Poverty Reduction

Disability-specific program (last updated: 2020)

The Presidents Group is a knowledge sharing network. It promotes inclusive hiring by regrouping inclusive employers to share their experiences and approaches. This group's mission is to model and champion inclusive employment practices to make accessibility a hallmark of how British Columbia does business, with a vision where by 2030 British Columbia would have the highest employment rate of people with disabilities in Canada.

Eligibility

No stated eligibility.

[Vancouver Foundation Disability Supports for Employment Fund](#)

From the Ministry of Social Development and Social Innovation

Disability-specific program (last updated: 2014)

The Disability Supports for Employment Fund (DSEF) funding is available to assist eligible organizations throughout BC who are working to increase employment opportunities and the overall rate of employment for persons with disabilities in their communities. Funding is awarded annually by Vancouver Foundation in May and November.

Eligibility

No stated eligibility.

[Employment Programs for Service Providers](#)

[Community and Employer Partnership Fund](#)

From WorkBC (Ministry of Social Development and Poverty Reduction)

General program (last updated: 2020)

Community and Employer Partnerships foster networks of community organizations and employers across British Columbia to address labour market issues and increase employment opportunities for unemployed British Columbians. Service providers can access funding to refer people in need of employment supports to WorkBC and to conduct labour market research.

Eligibility

Learn more by contacting CEPTeam@gov.bc.ca.

Community Delivery Partners

British Columbia employment centers are listed [here](#). Community delivery partners also deliver programs that support current or future Autistic employees and their employers; they include:

[Canucks Autism Network](#)

Via Ready, Willing & Able, Canucks Autism Network connects and recruits for employers as well as provides support to Autistic job seekers in order to find a job tailored to their needs.

[BC Partners in Workforce Innovation](#)

Via the Opportunity Fund, BC Partners in Workforce Innovation (BC WiN) connects and recruits for employers who are committed to inclusive hiring.

[Small Business BC](#)

SBBC supports British Columbia's entrepreneurs to start and grow successful and resilient businesses through expert business advisors, educational services, high-value, innovative and professional resources and engaging community events.

[Workplace Accessibility Grant](#)

The Workplace Accessibility Grant program provides direct supports to small business employers in British Columbia by providing direct financial assistance towards creating an inclusive work environment for persons with a disability(ies). The program can allocate a maximum of \$1000 per business for accessible environment changes, anti-bias training, training to review and amend interview processes, ASL interpreting, funding for legal and consultative advice on revising policies, and purchasing accessible software, among other. The grant is administered until April 30, 2022, and businesses must have between 1 and 50 employees as well as be registered in BC to be eligible for this grant.

Government of Manitoba

Employment Programs for Autistic People

Career Gateway Program

From the Civil Service Commission

Disability-specific program (last updated: 2020)

The Career Gateway Program (previously known as the Career Assistance Program for Persons with Disabilities) has the goal of increasing the number of persons with a disability working for the Manitoba government. The program is designed to prepare candidates to successfully compete for government positions. Successful applicants for the program receive orientation, training, and development to help be successful when applying for these government jobs. It includes:

- Orientation to the government workplace
- Training and support for career development
- Term jobs in fields related to your education and training
- Employment-related accommodations

Eligibility

You must be:

- Autistic and willing to self-declare/disclose your disability
- Meet the qualifications outlined in the job

Community Living disABILITY Services

From the Ministry of Families

Disability-specific program (last updated: 2020)

Community Living disABILITY Services (CLDS) aims to support Manitobans with intellectual disabilities in their everyday living. Its intent is to follow the guiding principles of Manitoba's "[The Vulnerable Persons Living with a Mental Disability Act](#)" and works with its participants to develop person-centred plans. Autistic people with an intellectual disability, about to finish school or graduated, may use the **Day Services** component of the program. These services, based on your employment and personal goals, can help with employment (finding a job and supporting success in that job), job training (learning required skills to find employment in the future), or going to a day service operated by a community partner agency.

Eligibility

To be eligible for CLDS, you must:

- have significantly impaired intellectual functioning with impaired adaptive behaviour, existing prior to the age of 18
- be 18 years of age or older

- require assistance to meet your basic need with regard to personal care or management of your property
- Be a Canadian citizen or legally entitled to permanently live and work in Canada
- Be a person who normally makes your home in Manitoba or are ordinarily present in Manitoba (resident of Manitoba). This does not include a student who is a resident of another province or country and studying in Manitoba, a transient, or a visitor to Manitoba
- Have an established permanent residence off-reserve in Manitoba prior to referral or request for services, if you are of registered treaty status in Manitoba

If you apply for Community Living disABILITY Services and are not eligible, you can appeal that decision to the [Social Services Appeal Board](#). There may be a waitlist for services.

[Employment and Income Assistance Program](#)

From the Ministry of Families

General program (last updated: 2020)

The Employment and Income Assistance Program (EIA) provides financial help to Manitobans who have no other way to support themselves or their families. For people who can work, EIA will help them go back to work by providing supports to employment. EIA recipients also get Rent Assist if they need help with their shelter and utility costs.

If an applicant discloses their disability in the application process, an approved disability may generate higher funding through EIA, for example with funding for transportation, training, and interview preparation. If the applicant is already receiving income assistance, they can disclose later. An EIA worker can also refer an applicant with a disability to programs that support employment.

Eligibility

To be eligible for EIA, you must:

- Be 18 years of age or older.
- Have a mental or physical disability that is likely to last more than 90 days and this disability keeps you from earning enough money to pay for your or your family's basic needs
- Be in financial need.

[Employability Assistance for People with Disabilities](#)

From Manitoba Education and Training and the Government of Canada

Disability-specific program (last updated: 2020)

The Employability Assistance for People with Disabilities (EAPD) program offers a wide range of employment focused services to assist adults with disabilities in preparing for, obtaining, and maintaining employment. Services include:

- **Vocational Counselling:** A Vocational Counsellor will assist in exploring vocational goals based on the individual's interests, abilities, and skills.
- **Assessment:** Specialized vocational assessments may be used to assist in identifying appropriate employment options and supports.
- **Vocational Planning:** Planning is done on an individual basis to address each person's unique training or employment support needs. It may involve a single service, or a multi-year training plan that includes a variety of supports.
- **Vocational Training:** Vocational training may include specific job development and/or post-secondary or other adult education courses.
- **Support Services:** Support services may be provided to accommodate disability-related barriers to employment and may include supported employment, disability-related education expenses, sign language interpreting, provision of technical equipment, or building or vehicle modifications.
- **Direct Employment Services:** These services may include job search, resume preparation, establishment of contacts with job placement agencies, job referral, training-on-the-job, and supports required to obtain or maintain employment.

The EAPD is a cost shared by the Government of Canada under the [Labour Market Agreement for Persons with Disabilities](#).

Eligibility

To be eligible for EAPD, you must be:

- 16 years of age or older
- Legally entitled to work in Manitoba on a permanent basis and show a willingness to prepare for, obtain and maintain employment.
- Provide proof of a qualifying disability diagnosed or assessed by an appropriate professional.

STEP Services

From Economic Development and Training

General program (last updated: 2021)

STEP Services is the official student employment placement service for the Government of Manitoba. Eligible students can find full and part-time jobs with government departments, agencies, and Crown corporations throughout the year in various locations across the province.

Eligibility

To work for the Province of Manitoba as a student employee, you must meet two requirements:

- at least 16 years of age at the time of employment, and
- attending school during the 2020/2021 academic year and returning in the fall.

Supported Employment Programs

From EAPD and Community Living disAbility Services

Disability-specific programs (last updated: 2010)

EAPD administers funds to organizations across Manitoba to deliver supported employment programs. Through Supported Employment, people with disabilities have supports to acquire and maintain a job.

The Manitoba Supported Employment Network website provides information for educators, employers and job seekers and a listing of organizations that provide information and/or services for supported employment.

Through Supported Employment, people with disabilities have supports to acquire and maintain a job. The goals of the Supported Employment program are:

- to provide employment opportunities for people with disabilities in competitive employment settings.
- to allow workers with disabilities to receive supports necessary to maintain employment.

Eligibility

This program can only be accessed through the Employment Assistance for People with Disabilities Program or Community Living disAbility Services. Some organizations accept self-referrals outside of EAPD and Community Living disAbility Services.

Workplace Education Manitoba

From Workplace Education Steering Committee

General program (last updated: 2020)

Workplace Education Manitoba (WEM) vision is that all Manitobans have access to the Essential Skills knowledge and training required to determine and pursue their goals related to learning, the workplace and life. With centres throughout the province, WEM works to increase Essential Skills knowledge and training required to determine and pursue their goals related to learning, the workplace and life.

Eligibility

No stated eligibility.

Employment Programs for Employers**MB4Youth**

From the Government of Manitoba

General program (last updated: n.d.)

MB4Youth works closely with youth, businesses/employers, not-for-profit organizations, community groups, educational institutions, provincial departments, and other levels of government to accomplish two main goals:

1. To work with prospective employers to facilitate the hiring of students and youth up to age 29 by providing internships, grants, job referrals, mentorship and bursary opportunities, and wage incentives. MB4Youth delivers over 20 employment programs.
2. To be the single source of information for all youth programs and services offered by the Government of Manitoba. MB4Youth would like to make it easier for youth to access over 200 provincial programs and services through the Opportunities MB web portal.

MB4Youth encourages the development of job opportunities for youth that are career related and link with labour market needs. In turn, the student/youth will obtain valuable employability skills, essential skills and financial supports to continue their studies.

Private and public sectors, municipal government and agencies and non-profit organizations have the opportunity to access supports such as wage incentives, training allowances, grants, referral and support services through these various programs.

Eligibility

No stated eligibility.

Training-on-the-Job

From Manitoba Economic Development and Training

Disability-specific program (last updated: 2020)

Training-on-the-Job provides wage subsidies to employers for training people with disabilities for ongoing employment upon completion of the training period, provided the work performance is satisfactory and meets the employer's requirements. Its agreements are negotiated by a Vocational Counsellor or other designated staff through the EAPD. Seasonal employment with an expectation that the job will be available the following year also meet the criteria for this program. The employment may be part-time or full-time. The maximum hours of this program are 520 hours with a possibility of extending to 960 hours within a 52-week period. If more support is required, Employment Services may be requested from an Employment and Training Centre or a job coach may be provided.

In the first 20 weeks the program also covers:

- Bus transportation or equivalent if needed for up to one month
- Adaptive equipment or technical aids related to the disability
- Special safety equipment not normally supplied by the employer.
- Up to \$150.00 for uniforms or special footwear required by the employee and set out by the employer as a condition of employment.
- Up to \$350.00 for specialized training not provided by the employer.

Eligibility

No stated eligibility.

Employment Programs for Service Providers

Community Living disABILITY Services

From the Ministry of Families

Disability-specific program (last updated: 2020)

Community Living disABILITY Services (CLDS) deliver funding per individual to community partners that deliver supports to eligible adults with intellectual disabilities in Manitoba to live good and satisfying lives in their communities.

Eligibility

For more information about CLDS, please contact the [Department of Families](#) office closest to your home.

Employability Assistance for People with Disabilities

From Manitoba Education and Training and the Government of Canada

Disability-specific program (last updated: 2020)

Employability Assistance for People with Disabilities (EAPD) delivers block funding to community partners that offer a wide range of employment focused services to assist adults with disabilities in preparing for, obtaining, and maintaining employment.

Eligibility

For more information about EAPD, please contact the Public Response Unit at (204) 945-0575, toll free at 1(866) 332 5077, or TTY/TDD Relay Service at 711 or 1-800-855-0511.

Community Delivery Partners

A list of Manitoba Jobs and Skills Development Centres can be viewed [here](#).

A list of rural and northern service locations that may deliver Community Living disABILITY services can be viewed [here](#).

Disability-specific programs that support employment can be delivered by government workers (Disability Support Workers). Some programs allow for the person with a disability or their family to hire their own workers. Other programs can be or are delivered by community partners such as the following.

Level IT Up

This social enterprise works with skilled individuals with autism spectrum disorder/Asperger Syndrome, ages 21 years and older, who are interested in working in tech. Through its training and assessment process, candidates are prepared for job search, interviews and employment. Level IT Up also works with employers to enhance their appreciation for and comfort with hiring people with ASD into their workforces and continues this supportive relationship after one of its candidates has been hired.

[Manitoba Possible](#)

Previously the Society for Manitobans with Disabilities, Manitoba Possible provides programs and services throughout the province, including an [Employment Preparation Centre](#) with the goal of assisting adults with disabilities find and maintain employment. Based in Winnipeg, it offers to people already connected with the EAPD program:

- Assessment services
- Employment services (pre-employment, job search, resume preparation, interview skills, job coach, support and follow-up, worksite modifications, marketing for a job placement, accommodation assessments, employer education)
- Employment supports (onsite-offsite support, job coaching/skill development, accommodations, employer/co-worker education)

[Manitoba Supported Employment Network](#)

The Manitoba Supported Employment Network (MSEN) is a professional network of individuals and organizations invested in employment and full community inclusion for people who live with a disability. Its membership represents agencies, practitioners, policy makers, consumer organizations, school divisions, consumers, and their families. The network's vision is that all Manitobans living with a disability have equal opportunity to secure and sustain meaningful employment. Their website is designed to provide supported employment agency information; facilitate vocational planning activities; and connect employers and job seekers.

[Work and Social Opportunities Inc.](#)

WASO is a member of MSEN and has been helping adults living with intellectual disabilities since 1981. They do this through innovative programs that involve work, life, social, recreational and employment opportunities. Spanning several locations, WASO is a thriving resource for individuals seeking recreational, life skills and employment support. Many corporate and non-profit organizations seek out the talents and skills of individuals supported by WASO.

[The Centre for Aboriginal Human Resource Development Inc.](#)

The Centre for Aboriginal Human Resource Development Inc. (CAHRD) is driven to relieve and prevent unemployment among Aboriginal people in Winnipeg. They have an [Aboriginal People with Disabilities Program](#) that provides assistance to urban Aboriginal people with disabilities with customized services including access to employment or training programs, and referrals to outside agencies in the City of Winnipeg with disability programs and services.

Employment Counsellors offer such services as:

- In-house counselling
- Referrals to employment or training services and programs
- Local resources to other disabilities services and programs
- Assistance with identifying employment goals
- Job preparation and resume assistance

Government of New Brunswick

Employment Programs for Autistic People

[Career Development Opportunities for Persons with Disabilities \(Services de développement de la carrière pour les personnes ayant un handicap\)](#)

From the Department of Social Development

Disability-specific program (last updated: 2020)

The program provides career development opportunities to support New Brunswickers with disabilities who are receiving social assistance, achieve their goals. Career development services are offered to all clients with disabilities receiving social assistance that have potential for employment. If you are not receiving help with employment or career planning, ask your case manager to refer you to a career development case manager. A Career Development Opportunities case manager can help set possible goals; develop a personal plan; answer questions or concerns relating to training or employment; and refer you to available services and programs.

Ce programme offre des possibilités de perfectionnement professionnel afin d'aider les personnes ayant un handicap bénéficiaires de l'aide sociale à atteindre leurs objectifs. Les services de développement de la carrière sont offerts à tous les clients qui reçoivent l'aide sociale et qui sont aptes à l'emploi. Si vous ne recevez pas d'aide pour la planification de l'emploi ou de la carrière, demandez à votre gestionnaire de cas de vous orienter vers un gestionnaire de cas en perfectionnement professionnel. Un gestionnaire de cas affecté aux possibilités de perfectionnement professionnel peut vous aider à établir des objectifs réalisables; élaborer un plan personnel; trouver des réponses à vos questions ou préoccupations en matière de formation ou d'emploi; accéder aux services et aux programmes disponibles.

Eligibility

You must be receiving social assistance.

Vous devez être bénéficiaire de l'aide sociale.

[Employment Assistance Services \(Services d'aide à l'emploi – Services d'emploi\)](#)

From Working NB

General program (last updated: 2020)

The purpose of Employment Assistance Services (EAS) is to provide access to employment-related services, to individuals experiencing barriers. Employment Assistance Service (EAS) is the provision of a variety of employment services to targeted clients. The Department usually delivers EAS through external contracts in partnership with non-profit, private and/or public organizations, where direct measurable employment results (placements) are achieved.

Le but des Services d'aide à l'emploi est de donner aux personnes qui doivent franchir des obstacles accès aux services liés à l'emploi. Les Services d'aide à l'emploi (SAE) offrent divers services d'emploi à

des clients cibles. Le Ministère fournit habituellement les SAE au moyen de contrats externes en partenariat avec des organismes sans but lucratif, privés ou publics, qui permettent d'atteindre des résultats mesurables relatifs à l'emploi (placements).

Eligibility

To receive EAS, you must:

- Be provincially or regionally targeted
- Have an identified employment need(s)
- Be committed to an employment action plan
- Have a realistic probability of employment
- Belong to one of the following groups:
 - Active EI claimant
 - Reachback Client
 - Regionally Targeted Client (not an active EI claimant or reachback client)

Un client des SAE doit:

- Être prestataire actif de l'assurance-emploi;
- Être ancien prestataire réadmissible;
- Être un client ciblé à l'échelle régionale (non un prestataire actif de l'assurance-emploi ou un ancien prestataire réadmissible).
- Avoir un besoin établi en matière d'emploi
- Être déterminés à suivre un plan d'action et avoir une probabilité d'emploi réaliste

Employment Counselling (Conseil en emploi)

From Working NB

General program (last updated: 2020)

An Employment Counsellor will help individuals search for permanent employment, starting with an employment action plan. Based on interests and skills for the future, the Employment Counsellor will help define career goals and assist in planning to achieve them. These services include:

- **Career Decision Making and Planning:** Counsellors assist you with taking stock of your skills and aptitudes, discovering your work preferences, identifying employment sectors offering good opportunities, determining your career goals, and developing and carrying out an employment action plan.
- **Work Preparation:** Counsellors assist you with education upgrading, helping you get the education you need to get a job; training, helping you get the skills you require to attain your career goals; and work experience, helping you explore career choices, make contacts, develop your skills, or acquire work experience.
- **Job Search:** Counsellors advise you on how to do a job search using a variety of tools available at their offices, such as job listings, access to job-search sites on the Internet, job-search books and software, assistance to prepare a résumé and to prepare for an interview, access to computers,

printers, faxes and photocopies, and information on the labour market in your area and elsewhere.

Le conseiller en matière d'emploi aide les clients à chercher un emploi permanent, d'abord en établissant un plan d'action d'emploi. Selon leurs intérêts et leurs compétences, le conseiller en matière d'emploi aide les clients à préciser leurs objectifs de carrière et à établir un plan pour les réaliser. Les conseillers peuvent aider avec la :

- **Prise de décisions et planification associées à la carrière** : Les conseillers aident les clients à faire l'inventaire de leurs compétences et aptitudes; découvrir leurs préférences en matière d'emploi; identifier les secteurs de l'emploi qui offrent de bonnes possibilités; déterminer leurs objectifs professionnels; et élaborer et réaliser un plan d'action en matière d'emploi.
- **Préparation au travail** : Les conseillers aident les clients dans les domaines suivants : Rattrapage scolaire, aider les personnes à acquérir l'éducation dont elles ont besoin pour obtenir un emploi; la formation, dont aider les personnes à acquérir les compétences dont elles ont besoin pour réaliser leurs objectifs professionnels; et l'expérience de travail, dont aider les personnes à explorer les choix de carrière, à faire des contacts, à développer leurs aptitudes ou à acquérir de l'expérience de travail.
- **Recherche d'emploi** : Nous pouvons conseiller les individus sur la façon de mener une recherche d'emploi en utilisant les nombreux outils disponibles dans nos bureaux : listes d'emploi; accès à des sites de recherche d'emploi dans Internet; documentation et logiciels sur la recherche d'emploi; conseils pour la préparation du curriculum vitae et de l'entrevue; ordinateurs, imprimantes, télécopieurs et photocopieurs; et information sur le marché du travail dans votre région et ailleurs.

Eligibility

Individuals seeking employment counselling should make an appointment with an Employment Counselor of the Department, at which time eligibility can be determined.

Les personnes qui ont besoin de conseils doivent prendre rendez-vous avec un conseiller en matière d'emploi du ministère qui déterminera alors son admissibilité.

[Equal Employment Opportunity Program \(Égalité d'accès à l'emploi – Programme\)](#)

From the Finance and Treasury Board

General program (last updated: 2020)

This department provides funding to other departments (Part I) and school districts (Part II) of the New Brunswick public service who hire Equal Employment Opportunity (EEO) candidates. Two funding options are available:

1. Effective April 1, 2017, the EEO Program can contribute up to 50% of the salary to a maximum of \$20,000 a year for a maximum of two years.
2. Effective April 1, 2017, the EEO Program can contribute \$333 a month to a department who has hired an EEO candidate that receives a disability pension or who can only work limited hours per week due to their health condition for a maximum of five years.

Please refer to the [Public Service Labour Relations Act First Schedule](#) for a detailed list of Part I and Part II. There is an Equal Employment Opportunity (EEO) Coordinator within each department. Part of their role is to promote the EEO Program within their own department and school districts and answer questions from EEO candidates. EEO candidates are encouraged to contact EEO Coordinators directly about potential employment opportunities. Once registered with the EEO Program, EEO candidates can apply to “in-service” competitions.

Ce ministère offre un financement aux autres ministères (Partie I) et aux districts scolaires (Partie II) des services publics du Nouveau Brunswick qui embauchent des candidats inscrits au Programme EAE. Deux options de financement sont disponibles :

1. À compter du 1er avril, 2021, une contribution égale à 50 p. 100 du traitement, jusqu'à concurrence de 20 000 \$ pendant un an au plus, peut être versée en vertu du Programme EAE.
2. À compter du 1er avril, 2017, une contribution de 333 \$ par mois pendant cinq ans au plus peut être versée aux ministères intéressés à embaucher des personnes handicapées recevant une pension d'invalidité ou pouvant seulement travailler un nombre limité d'heures par semaine en raison de leur état de santé.

Reportez-vous à la [Loi relative aux relations de travail dans les services publics](#), Annexe I, pour obtenir une liste détaillée de la Partie I et de la Partie II. Chaque ministère est doté d'un coordonnateur du Programme d'égalité d'accès à l'emploi. L'un de leurs rôles est de promouvoir le programme au sein de leurs ministères et districts scolaires et de répondre aux questions des candidats du Programme EAE. Les candidats du Programme EAE sont encouragés à communiquer directement avec des coordonnateurs au sujet des occasions d'emploi éventuelles. Une fois inscrit au Programme EAE, le candidat peut s'inscrire aux concours « internes ».

[Eligibility](#)

Please call the EEO Program toll-free at 1-855-825-3367 for more information.

Téléphonez le Programme EAE sans frais 1-855-825-3367 pour plus d'information.

[Employment & Support Services Program \(Programme de services de soutien à l'emploi\)](#)

From the Department of Social Development's Disability Support Program

Disability-specific program (last updated: 2020)

The Employment & Support Services Program (ESSP) recognizes adults with an intellectual, developmental and/or other disability as valued contributing members of New Brunswick. Through the program, individuals will be supported to work, learn, volunteer and participate in their communities in ways that recognize and respect their individual strengths and interests. Through participation in the program, individuals will be supported to work for real wages in typical workplaces; find and maintain paid work that matches their skills and interests; gain skills and competencies that will enable greater independence, including skills for making decisions and choices, etc; participate in aspects of community life including volunteer, social and recreation opportunities.

Le Programme et services de soutien à l'emploi (PSSE) reconnaît les adultes ayant une déficience intellectuelle, développementale ou autre en tant que membres importants du Nouveau-Brunswick.

Grâce au programme, les individus seront soutenus pour travailler, apprendre, faire du bénévolat et participer à leurs communautés de manière à reconnaître et à respecter leurs forces et leurs intérêts individuels. Grâce à la participation au programme, les individus seront soutenus pour travailler pour un salaire réel dans des lieux de travail typiques; trouver et conserver un travail rémunéré qui correspond à leurs compétences et à leurs intérêts ; acquérir des aptitudes et des compétences qui permettront une plus grande indépendance, notamment des aptitudes à prendre des décisions et des choix, etc. ; participer à des aspects de la vie communautaire, y compris des opportunités de bénévolat, sociales et récréatives.

Eligibility

To be eligible for ESSP, you must:

- Be 19 to 64 years of age
- Require disability related supports in order to address unmet needs and to establish or maintain your living arrangement in the community, to assist or enhance the capacity of your natural support networks to provide support in the community, or to help you participate in the community, thereby helping to avoid long-term inactivity and stress on yourself or your caregivers
- Require disability related supports in order to address unmet needs and to assist or enhance the capacity of your natural support networks to help you personally or to help you participate in the community

A list of agencies that offer training and employment opportunities with ESSP can be found [here](#) under the Agency Directory tab.

Pour être éligible au PSSE, vous devez :

- Être âgé de 19 à 64 ans
- Exiger des soutiens pour un handicap qui répond à des besoins non satisfaits, afin d'établir ou de maintenir votre mode de vie dans la communauté, d'aider ou d'améliorer la capacité de votre réseau de soutien, ou pour vous aider à participer dans votre communauté, aidant ainsi à éviter l'inactivité à long terme et le stress sur vous-même ou vos aidants
- Exiger des soutiens liés au handicap afin de répondre aux besoins non satisfaits et d'aider ou d'améliorer la capacité de votre réseau de soutien à vous aider personnellement ou à vous aider à participer à la communauté

Une liste des agences qui offrent des opportunités de formation et d'emploi avec PSSE se trouve [ici](#) sous l'onglet Répertoire d'agences.

[Training and Employment Support Services – Employment Services \(Services de soutien à l'emploi et à la formation\)](#)

From Working NB

Disability-specific program (last updated: 2020)

Provided as part of the Employment Services Program, Training and Employment Support Services (TESS) offers training and employment support options to persons with disabilities who need to develop marketable skills in order to enter the labour force. These services are provided in full collaboration with the person with a disability in accordance with his/her needs and abilities. It is not the intention of TESS to support training activities for individuals who already have marketable skills to enter the labour force, nor is it the intention of TESS to place persons with disabilities in a preferred position to that of persons without disabilities. By its nature, the process is also time-limited in that provision of goods and services is aimed at attaining self-sufficiency. The objectives of TESS are to reduce and/or remove the impact of a person's disability in order to assist the person with a disability to participate in training and/or assist the person with a disability to obtain, or to resume employment when it has been interrupted, and/or maintain employment. It should be noted that any individual with a disability, whether or not they are receiving income support benefits, could be eligible for services under TESS.

Offerts dans le cadre du Programme des services d'emploi, les Services de soutien à l'emploi et à la formation (SSEF) visent à offrir des options de soutien à la formation et à l'emploi aux personnes ayant un handicap physique, intellectuel, psychiatrique, cognitif, ou sensoriel permanent qui ont besoin de développer des habiletés et à les aider à intégrer le marché du travail. Ces services sont offerts avec l'entière collaboration des personnes ayant un handicap, selon leurs besoins et leurs capacités. Ce n'est pas l'intention de SSEF d'appuyer des activités de formation pour des personnes qui ont déjà des habiletés pour intégrer le marché du travail. SSEF n'a pas pour but de conférer aux personnes handicapées des avantages particuliers par rapport aux autres. La nature du programme fait en sorte qu'il a une durée fixe dans le temps, c'est-à-dire que les supports et services offerts visent l'autonomie de la personne. Les objectifs des SSEF sont de réduire ou supprimer les répercussions relatives à l'handicap d'une personne pour soit aider la personne à participer à la formation ou aider la personne à obtenir un emploi, à reprendre un emploi qui a été interrompu ou à maintenir un emploi. Il importe de noter que même si une personne ayant un handicap reçoit ou non déjà des prestations de soutien du revenu, cette personne pourrait être admissible aux services SSEF.

Eligibility

To be eligible for TESS, a person with a disability must:

- Have an active Employment Action Plan;
- Be a high school graduate; or a high school student during part time or summer employment; or be at least 18 years of age; or be enrolled into an adult learning program.

La personne avec un handicap doit :

- avoir un plan d'action d'emploi actif;
- avoir un diplôme d'études secondaires; ou fréquenter l'école secondaire et travailler à temps partiel ou avoir un emploi d'été; ou être âgé d'au moins 18 ans; ou être inscrite à un programme d'apprentissage pour adulte.

[Training and Skills Development Program \(Formation et perfectionnement professionnel\)](#)

From Working NB

General program (last updated: 2020)

The Training and Skills Development (TSD) program, under the Vocational Rehabilitation of Disabled Persons Act, aids case managed individuals, including persons with disabilities, who have Employment Action Plans that require increased skill development. TSD selectively provides grants to people who meet the program criteria. The focus of the program is to help clients receive training or educational programs which will allow them to return quickly to work. The level of TSD funding is determined by an Employment Counsellor and may cover a portion of tuition and books as well as other training expenses. The TSD duration is limited to:

- a maximum of two consecutive years for a regular post-secondary training program
- a maximum of one year for academic upgrading for grade levels 7 to 9 and two consecutive years for grade levels 10 to 12
- a maximum of 10 weeks for levels 5-6 and a maximum of 12 weeks for GED preparation
- a maximum of three consecutive years for a co-operative training program

Le programme Formation et perfectionnement professionnel (FPP) a été mis sur pied pour s'assurer que les clients dont le plan de carrière indique un besoin d'acquérir des compétences ont accès à de l'aide financière pour les aider à réaliser leur objectif. Dans le cadre de la FPP, certains clients ont accès à des subventions. Le programme a pour but d'aider les clients à suivre des programmes de formation ou d'études qui leur permettront d'effectuer un retour rapide au travail. Le financement auquel a droit le requérant au programme de FPP est déterminé par le conseiller en emploi, et pourrait couvrir une partie des frais de scolarité et du coût des manuels, ainsi que d'autres dépenses liées à la formation. La durée du programme de FPP :

- ne doit pas dépasser deux années successives dans le cas des programmes de formation postsecondaire réguliers;
- ne doit pas dépasser un an dans le cas des programmes de récupération scolaire pour niveaux 7 à 9 et deux années successives pour niveaux 10 à 12;
- ne doit pas dépasser 10 semaines pour les niveaux 5 - 6 et ne doit pas dépasser 12 semaines pour la préparation au GED;
- ne doit pas dépasser trois années successives dans le cas des programmes coopératifs de formation.

Eligibility

To be eligible for TSD, you must have an Employment Action Plan that has been developed with an Employment Counselor of the department who will determine eligibility based on program criteria. The training must:

- Lead to sustainable employment;
- Be a required component of a participant's Employment Action Plan. If this is not a part of your plan, contact the [Department's local Employment Regional Office](#) to find out how TSD can become a component of your Employment Action Plan.

Le requérant doit avoir élaboré un plan d'action-emploi avec l'aide d'un conseiller en emploi du ministère. Ce dernier établira son admissibilité selon les critères du Programme. La formation doit :

- mener à un emploi à long terme;

- constituer une composante essentielle du plan d'action-emploi du requérant. Pour obtenir de plus amples renseignements sur le programme de FPP et son intégration dans votre plan d'action-emploi, communiquez avec le bureau régional d'emploi du ministère.

Employment Programs for Employers

Workplace Connections (Connexions travail)

From Working NB

Disability-specific program (last updated: 2019)

An upcoming program. It will repurpose existing wage subsidy programs, and their budgets, and invest in services that are focused on outcomes. Workplace Connections will be customized to the needs of the users rather than being criteria-based like previous models.

Un programme à venir. Il transformera les programmes actuels de subvention salariale, et leurs budgets, et investira dans des services axés sur les résultats. Connexions travail sera adapté aux besoins des utilisateurs au lieu de reposer sur les modèles précédents basés sur les critères d'admissibilité.

Eligibility

Not specified. You can read about the upcoming program in this [news release](#).

Non précisé. Vous pouvez lire le programme à venir dans ce [communiqué de presse](#).

Employment Programs for Service Providers

Working NB (TravailNB)

Service providers interested in funding their employment-related services to support Autistic people find or retain work should contact their [local Working NB office](#).

Les fournisseurs de services intéressés à financer leurs services liés à l'emploi pour aider les personnes autistes à trouver ou à conserver un emploi doivent communiquer avec leur [bureau local de TravailNB](#).

Community Delivery Partners

A list of agencies that offer training and employment opportunities with ESSP can be found [here](#), under the Agency Directory tab.

Une liste des agences qui offrent des opportunités de formation et d'emploi avec PSSE se trouve [ici](#), sous l'onglet Répertoire d'agences.

[Autism Connections Fredericton](#)

Autism Connections Fredericton (ACF) provides support for persons on the spectrum, their families, and their communities in the greater Fredericton region. ACF provides assistance in the form of public education, social support, advocacy, material resources, special programs and activities, and evidenced-based information. ACF offers on-site resources, one-on-one tutoring for students with ASD, organizes special events, activities, and recreation. ACF also educates on such relevant topics as disability tax credit and federal and provincial programs for persons with ASD. Their employment services include:

[ACF Ready, Willing, and Able](#)

ACF can help you find meaningful employment by finding employment preparation programs, sending you job opportunities from inclusive employers, and connecting you to agencies that can help you with employment coaching and support. If interested, visit the link and fill out the Compass questionnaire for the Autism Employment Outreach Coordinator to get in contact with you.

[Autism Resources Miramichi Inc.](#)

Autism Resources Miramichi Inc. (ARM) offers helpful, free resources to individuals with an autism spectrum disorder, their families, community support workers and professionals throughout Northumberland County, New Brunswick.

[Career Quest](#)

In collaboration with Autism NS. A job searching habit program. A post-employment skills or post-employment program for individuals with autism that want to work, as well as for individuals who are currently underemployed (15 hours or less) and want to work more. 4 hours a week program. If you are interested or would like more information, please call ARM at 622-8137 or email arm@nb.aibn.com

[Employment Program for Adults with ASD](#)

The organization supports adults with autism that are out of school and currently unemployed with the Employment Program for Adults with Autism Spectrum Disorder, funded by the Government of Canada's Opportunities Fund and Working NB. The program provides a curriculum tailored to Autism, hands on experience and wage subsidies, and a job coach available at all times to support both the employees and the employer. The program lasts for 30 weeks for participants and is full time (30 hours a week). If you are interested or would like more information, please call ARM at 622-8137 or email arm@nb.aibn.com.

[Teen Volunteer Skill Building Program](#)

This program is designed for teenagers with autism who need to build workplace skills and can do so in a supported and safe environment in the local bookstore. If you are interested or would like more information, please call ARM at 622-8137 or email arm@nb.aibn.com

[CBDC's Self-Employment Benefit Program](#)

Self-Employment Benefit (SEB) is a program which provides various types of support to eligible unemployed Atlantic Canadians during the initial phase of their business, including financial assistance, counselling and technical advice.

Jobs Unlimited

Jobs Unlimited is a not-for-profit organization providing employment and work experience opportunities to adults with intellectual disabilities in the greater Fredericton area. Target group consists of job ready, eligible clients who are adult residents of the Fredericton Region and who have an intellectual disability, cognitive impairment, ADHD, autism.

Key Industries

Key Industries has been committed to providing services to adults with intellectual disabilities and dual diagnoses for almost 40 years. Key Industries provides progressive Social Programs that are designed and developed using a holistic and client focused approach. Each program is custom tailored to meet specific needs and goals. All aspects of this process are fuelled by assisting individuals to become as independent as possible, empowering one to achieve their full potential. This program is eligible to Individuals with intellectual disabilities and dual diagnoses who are seeking employment. Eligibility is program dependent.

Ways to Work

The “Ways to Work” Program is a unique and innovative workplace program that offers social skills training for employability. Although anyone can benefit from enhanced social skills training for the workplace, over 90% of the participants coming through “Ways to Work” live with social anxiety or some social awkwardness and could benefit from the skills learned in this program. This program assists individuals who have never been employed and/or have difficulty securing and maintaining employment.

In Motion/Momentum

This program provides opportunities for participants to experience success, pride, respect, connection and achievement and, through these experiences, to build self-esteem, confidence, a sense of personal control, skills and motivation to build their future. Specifically, the intended outcomes of this Module are for participants to leave believing that:

Workplace Essential Skills

WES is a fifteen-week course that runs from 9:30-2:30, Monday to Friday. The course includes:

- Reading (workplace reading such as manuals, news, memos, notices and policies)
- Numeracy (cashier math, measurement math)
- Document Use (forms, graphs, lists, checklists, tables, charts, reports, and more)
- Working with Others (working independently, working as a team member, working in a leadership role)
- Oral Communication (customer service, speaking, listening, phone skills, self-advocacy)
- Computer Use
- Writing
- Continuous Learning
- Thinking Skills (Job Task Planning, Finding Information, Memory, Decision Making, Problem Solving & Critical Thinking)

Focus Forward

Focus Forward utilizes a mentoring model (mentor teaches the employees). With the new model, 5 regional mentors work with agency employees teaching the Essential Skills methodology. In 2018-2019, 17 agencies received training. In 2019-2020, 25 agencies are in the process of receiving it.

The new mentoring model consists of 5 modules:

- Introduction to Essential Skills
- NOC Profiles and Complexity Levels
- Essential Skills Assessments Essential Skills
- Resources
- Planning for Essential Skills Improvement

METS: Moncton Employment Training Services

Moncton Employment & Training Services, Inc. (METS) provides agency-based group programs, as well as community employment support, to over 250 individuals with intellectual / developmental disabilities in the Greater Moncton area and South Eastern New Brunswick.

Work Activity Services

This program provides a structured, productive environment using real work activity as the primary training tool. The work activity provided is intended to be labor intensive and, in many cases, is completed by teams of people working together.

- BC Innovations
- Moncton Pallet
- The Right Choice Catering

Employment Skills Development

This outcome-based program is designed to teach skills and behaviours that will assist in overcoming barriers to employment through classroom-based training, work activity tasks and community-based work exposure. The program is a systematic, positive learning environment available to individuals currently receiving services in METS agency-based work activity groups.

Community Employment Agency (CEA)

This division of METS provides employment services for persons with intellectual disabilities, as well as persons with brain injury.

Services Provided:

- Employment Counselling
- Job Search
- Job Match
- On-Site Support
- Employment Maintenance/Monitoring

Neil Squire

Neil Squire is committed to social inclusion, economic equity, and a productive society that includes people with disabilities and gives them equal opportunity to contribute and participate. They serve people with disabilities and their future employers, filling gaps in services and expertise until

government and industry can directly pursue the benefits of a diverse society and workforce. They facilitate innovative technology solutions to improve productivity for people with disabilities.

[New Brunswick Association for Supported Services and Employment](#)

NBASSE's primary objective is to advocate for people with intellectual/developmental disabilities including autism. They do this by providing a collective voice and venue for ESSP member agencies to strategize, develop and implement the highest standards of service for people they support. Their 38 member agencies are all part of the Disability Support Program – Employment & Support Services Program (ESSP), formerly known as the ADAPT program. The ESSP program currently serves approximately 1200 people throughout the province of New Brunswick.

[New Brunswick Association for Community Living](#)

The New Brunswick Association for Community Living (NBCL) is a provincial, non-profit organization that works on behalf of children and adults with an intellectual or developmental disability and their families. NBCL works to ensure that people with an intellectual or developmental disability, with the support of their families, have the option to choose the supports they need to live meaningful lives and participate in their communities as valued and contributing members.

[Open Sky Co-op](#)

Getting and keeping a job can be a challenge, so Open Sky offers a healthy mix of mental health, social and functional skills-building to prepare participants for employment.

BYOB – Be Your Own Boss Employment Program: This is Open Sky's keystone employment development program that is designed to meet diverse mental health and disability needs, preparing participants for either employment or self-employment. Offered in partnership with provincial co-operative business development organizations, this program especially prioritizes the creation of new co-operative businesses. In a co-operative business, owner-members can create the type of workplace and relationships they prefer, so that employment is managed more easily. An example of a business that Open Sky helped to foster is Powerhouse Co-operative Ltd., that offers several business lines: house cleaning, business cleaning, car cleaning and municipal crossing guard services. Please [click here](#) for current job openings.

[Options Employment Outreach](#)

Options provides individualized service to clients facing significant barriers to securing and maintaining employment as a result of their disabilities, whether it be a physical disability, persons who are Deaf or hard of hearing, persons with psychological, psychiatric or emotional disabilities, or persons with learning disabilities who have comorbid conditions from the other categories. Individuals may be referred from various government departments and community outreach services, or they may also self-refer. Options uses the 4 employability dimensions to determine and address client needs:

- Career Decision Making - determining appropriate career goals
- Skill Enhancement - assisting in accessing programs suited to their individual needs
- Job Search - providing support, education and assistance to enhance each client's job search
- Employment Maintenance - providing ongoing support to the newly employed client and the employer.

Government of Newfoundland and Labrador

Employment Programs for Autistic People

[Job Trainer Supports](#)

From the Department of Immigration, Skills, and Labour

Disability-specific program (last updated: 2020)

This program provides adults with intellectual disabilities support to participate in meaningful employment. Employment Corporations and Agencies work with individuals to assist them in obtaining employment. Supports range from orientation and work analysis to full-time support from a job trainer.

Eligibility

You must have a developmental (intellectual) disability requiring support with accessing employment and performing job duties.

[Office of Employment Equity for Persons with Disabilities](#)

From the Treasury Board Secretariat

Disability-specific program (last updated: 2020)

The Office of Employment Equity for Persons with Disabilities (OEEPD) provides employment opportunities in a variety of positions that range from permanent full-time, temporary full-time to contractual arrangements within the Provincial Public Service. These positions are distributed province wide and cross departmentally. Also, a number of positions have been created throughout the province's agencies, boards, commissions and crown corporations. All positions are funded through the Office of Employment Equity for Persons with Disabilities (OEEPD) at some capacity. These positions are designated for persons with disabilities registered with the OEEPD (see E-List above) and are filled based on the Merit Principles of the Public Service Commission Act.

In addition, OEEPD offers the following programs and services to help increase the representation of persons with disabilities employed in the Provincial Public Service:

- **Onsite Resource Centre**
- **Employment Counselling:** Employment counselling is available to provide career development services and support to clients of the OEEPD. The counsellors may be able to assist you over the phone/internet or may be able to connect you with an organization in your area to assist with the practical aspects of your job search, including preparing your resume or preparing for an interview. If you wish to meet with an employment counsellor, contact the office to set up an appointment.
- **Education and Awareness Training for Managers and Employers**

Eligibility

No eligibility stated.

Employment Programs for Employers

[Career Development Initiative for Agencies, Boards, Commissions and Crown Corporations](#)

From the Office of Employment Equity for Persons with Disabilities

Disability-specific program (last updated: 2020)

The Office of Employment Equity for Persons with Disabilities has developed an employment initiative that offers wage subsidies to Agencies, Boards, Commissions and Crown Corporations (e.g., Newfoundland and Labrador Liquor Corporation, Workplace Health Safety and Compensation Commission, Film Development Commission, etc.) that hire persons with disabilities in positions related to their education and training. The purpose of these work experience opportunities is to provide these individuals the training-related, on-the-job work experience that will make them more competitive in the labour market.

To ensure participants of this initiative obtain what will be viewed by future potential employers as significant work experience, career development opportunities must be a minimum of six months and can be extended subject to negotiation and availability of funds. Wage subsidies are negotiated on an individual basis. Participants are paid based on a classification determined by your description of the duties and responsibilities of the position and of the knowledge, abilities and education you indicate as being required to perform the work.

Eligibility

No eligibility stated.

[Diversity Training Workshop \(online\)](#)

From the Department of Immigration, Skills and Labour

General program (last updated: 2020)

This online workshop is designed to raise awareness for employers on how to create and manage inclusive workplaces and support the successful integration of new workers with diverse backgrounds and expectations, including persons with disabilities.

Eligibility

No eligibility stated.

[Education and Awareness Training](#)

From the Office of Employment Equity for Persons with Disabilities

Disability-specific program (last updated: 2020)

As part of Government's Resource Management Training Package, the Office of the Employment Equity for Persons with Disabilities delivers a disability awareness workshop aimed to identify the purpose and goals of the Office and its programs and services. It also explains what the Office can do for your department and how to avail of its use, teaches you how the Office supports government managers regarding related employment issues for persons with disabilities, and addresses specific issues related to the employment of persons with disabilities in the Newfoundland and Labrador Public Service

[Eligibility](#)

No eligibility stated.

[JobsNL Wage Subsidy](#)

From the Department of Immigration, Skills and Labour

General program (last updated: 2020)

The JobsNL Wage Subsidy program is designed to connect employers and employees by providing funding to employers to create sustainable long-term employment or seasonal / short term employment. The subsidy is intended to offset salary costs to create new positions. There are two subsidy options: JobsNL-42 that provides a wage subsidy for 28 weeks of a minimum 42-week period of employment, and JobsNL-28 that provides a wage subsidy for a period of 10 – 28 weeks; this duration allows funding for seasonal / short term employment.

[Eligibility](#)

Eligibility criteria for employers:

- Private or not-for-profit sector employers that are incorporated or sole proprietorships
- Have a Canada Revenue Agency (CRA) business number
- Be in good standing with Registry of Companies and Deeds
- Have an office location/base in Newfoundland and Labrador.
- Additional eligibility requirements can be reviewed in the [Program Guidelines](#)
- Employers are required to adhere to all relevant [Terms and Conditions of the JobsNL program](#)
- Federal and provincial government departments, crown agencies and corporations, boards and commissions, municipalities and political parties are not eligible for funding

Eligibility criteria for participants:

- Canadian citizens or permanent residents, who are residents of Newfoundland and Labrador
- Unemployed or underemployed (underemployed being someone who has been employed on average less than 20 hours per week or in a field not related to their training)
- Recent post-secondary graduates who have not obtained employment in their field of study
- International graduates of Memorial University of Newfoundland, or College of the North Atlantic with a Post-graduate Work Permit, and individuals with an Open Work Permit who are residents of the province
- Not receiving a federal or provincial pension, Workplace NL benefits or another benefit prescribed by the Minister.

An individual hired prior to the date an application is submitted, is not eligible for funding.

[Opening Doors Program](#)

From the Office of Employment Equity for Persons with Disabilities (OEEPD)

Disability-specific program (last updated: 2020)

The Office of Employment Equity for Persons with Disabilities delivers this employment program to help support the Government's commitment to diversity within the public service. It is the foundation program out of which the Office's other programs and services have emerged. Employers and managers in public service can participate in the program by completing an application form with a position description (i.e., an opportunity at your work for a person with a disability). Please note that in developing your position description, the core duties and responsibilities of the permanent position must not impact the core duties and responsibilities of other positions currently in your division. The grouping of selective job tasks from one or more positions currently in your department will be acceptable as long as you do not withdraw the central core of tasks of any established position.

[Eligibility](#)

No eligibility stated.

[School to Work Transitions Program](#)

From the Department of Immigration, Skills and Labour

Disability-specific program (last updated: 2017)

This program assists with the transition from high school to work and offers high school students with developmental (intellectual) disabilities the opportunity to participate in supported employment during evenings, weekends, or during the summer. The program works in partnership with schools and Employment Corporations and Agencies, providing support to individuals to participate in meaningful employment. Supports range from orientation and work analysis to full-time support from a job trainer.

The School to Work Transitions program is administered by the Department using the Labour Market Programs Support System (LaMPSS) application. Once an employer registers as a LaMPSS user, and program availability is advertised, they can apply for funding online using the self-serve capability. More than one Project Participant (students with developmental disabilities) can be listed in the application.

[Eligibility](#)

No eligibility stated.

[Student Summer Employment Program](#)

From the Office of Employment Equity for Persons with Disabilities

Disability-specific program (last updated: 2020)

The Student Summer Employment Program provides post-secondary students with disabilities an opportunity to work in a field related to their training and to gain practical skills and knowledge,

preparing them for their future entry into the labour market. From June to August, students will be placed throughout provincial government departments with all associated salary costs provided by the Office of Employment Equity for Persons with Disabilities. Placements generally last for a duration of ten weeks and participants will be paid at the regular summer student rate of \$12.65 per hour.

Applications will be evaluated based on the relevance of the work and how closely it complements the students' post-secondary training. Matching of students to proposals will occur upon receipt of your application. If a successful match is made, the department will be contacted to facilitate the placement process. It is anticipated that student placements will commence in mid-June to the end of August. It will be the responsibility of the employing Department to provide a suitable, accessible workspace to perform the duties of the placement.

Eligibility

No stated eligibility.

Supported Employment Newfoundland and Labrador Program

From the Department of Immigration, Skills and Labour

Disability-specific program (last updated: 2017)

This program provides adults with developmental (intellectual) disabilities support to participate in meaningful employment. Employment Corporations and Agencies work with individuals to assist them in obtaining employment. Supports range from orientation and work analysis to full-time support from a job trainer.

The Supported Employment program is administered by the Department using the Labour Market Programs Support System (LaMPSS) application. Once an employer registers as a LaMPSS user, and program availability is advertised, they can apply for funding online using the self-serve capability. More than one Project Participants (clients) can be listed in the application.

Eligibility

No stated eligibility.

Wage Subsidy Initiative

From the Office of Employment Equity for Persons with Disabilities (OEEPD) and the Department of Immigration, Skills and Labour

Disability-specific program (last updated: 2020)

The Office of Employment Equity for Persons with Disabilities of the Treasury Board Secretariat has partnered with the Department of Immigration, Skills and Labour, Government of Newfoundland and Labrador, to provide public sector work experience opportunities for persons with disabilities. The purpose of these work experience opportunities is to provide these individuals the training-related, on-the-job work experience that will make them more competitive in the labour market.

To ensure participants of this initiative obtain what will be viewed by future potential employers as significant work experience; wage subsidy placements can be extended up to one year – subject to negotiation and availability of funds. However, it is important to note, this funding cannot be used to fill unfunded departmental vacancies or to support applications that withdraw the central core of tasks from established positions. In keeping with this, all wage subsidy applications for bargaining unit positions are forwarded by the Office to the Newfoundland and Labrador Association of Public and Private Employers for approval before funding is confirmed.

Participants are paid based on a temporary classification determined by your description of the duties and responsibilities of the position and of the knowledge, abilities and education you indicate as being required to perform the work. Wage subsidies are negotiated on an individual basis for the duration of the work experience opportunity.

Eligibility

You can learn more about the program and how to apply at <https://www.gov.nl.ca/exec/tbs/disability-supports/for-managers-and-employers/wage-subsidy/>.

Employment Programs for Service Providers

Labour Market Partnerships

From the Department of Immigrations, Skills and Labour

General program (last updated: 2020)

The Labour Market Partnerships Program provides funding to support employers, employer or employee associations, community groups and communities in developing and implementing labour market strategies and activities for dealing with labour force adjustments and meeting human resource requirements. Labour Market Partnerships may be used to provide assistance for employed persons who are facing loss of employment. Funded activities include:

- Proposed activities must focus on an identified labour market issue and be assessed as likely to have a positive impact on the labour market.
- All activities must involve partnership.
- Within these parameters, Labour Market Partnerships may support activities related to human resource planning and labour force adjustment.
- Activities must have defined start and finish dates, and not be part of a sponsor's day-to-day operations.

Funding may be provided to cover overhead costs such as wages and employment costs, research or technical studies, and other related costs and eligible expenses negotiated with program officials.

Eligibility

Proposed activities must focus on an identified labour market issue and be assessed as likely to have a positive impact on the labour market.

- All activities must involve partnership.

- Within these parameters, Labour Market Partnerships may support activities related to human resource planning and labour force adjustment.
- Activities must have defined start and finish dates, and not be part of a sponsor's day-to-day operations.

Other criteria may apply.

Community Delivery Partners

[Supported Employment Newfoundland Labrador](#)

The Department of Immigration, Skills and Labour funds 19 agencies to develop and maintain job opportunities for individuals with intellectual disabilities. Supported Employment Newfoundland Labrador (SENL) promotes workplace inclusion for Canadians with developmental disabilities through supported employment to eliminate the barriers that prevent the full participation of these individuals for each location. They are a group comprised of many non-profit agencies across the island of Newfoundland and Labrador, which achieves its goals through:

- An annual provincial conference - networking and professional development event
- Provincially supported employment website
- On-line tools and resources for professionals in the field
- Development and Publication of Best Practices
- A national association newsletter
- Promotion of member services to the Canadian business community
- Development of supported employment strategies and outcomes through the facilitation of a national network of committed, knowledgeable professionals

[Avalon Employment's Autism Employment Pilot](#)

This Pilot aims to assist persons with autism spectrum disorder obtain and maintain meaningful, long term employment. Through session based Professional Development, the Pilot intends to support the participating Job Seekers through the job searching process, developing and improving upon social and communicative goals and in preparing a personalized employee tool kit which will provide strategies and accommodations to encourage independence and success in the workplace. The Pilot will also work with employers to provide insight into accommodations and strategies to support the employed Job Seeker as they work independently.

Participating Job Seekers under this Pilot are 18 years of age or older, have a diagnosis of Autism and are able to work independently. There is no funding for a job coach under this Pilot. This Pilot is funded by the Department of Immigration, Skills and Labour, Newfoundland and Labrador. For more information, please contact the Program Facilitator by emailing aei@avalonemploy.com, or by calling 1 (709) 579-4866.

[Autism Society of Newfoundland Labrador](#)

The Autism Society of Newfoundland Labrador is a community delivery partner for the STEP program, a year-long program designed for high school students to build self-awareness and skills through

structured learning sessions and volunteerism with the ultimate goal of identifying appropriate employment or post-secondary choices upon school leaving, delivered across the province. They also deliver the following employment-related services to Autistic people living in Newfoundland and Labrador:

[EmploymentWorks](#)

EmploymentWorks Canada (EWC) is a federally funded, evidence-informed 12-week program that offers employment preparedness training, as well as substantial experiential community-based job sampling and work experience for individuals with autism spectrum disorder (ASD). Focusing on the development and application of skills required in the workplace, the 60-hour program consists of 24 sessions, delivered twice per week over 12 weeks, for 2.5 hours session. The first weekly module comprises structured, yet tailored content aimed at employment and social skill building, while the second module focuses on review of the learned concepts from the previous session, follow-up on homework, and the application of learning through experiential activities in a real work environment.

[Job Seekers Database](#)

Autism Society, Newfoundland Labrador, in collaboration with Ready, Willing and Able has launched its Autism Job Seekers database to help connect you to paid employment opportunities developed by Ready, Willing and Able. By joining the job seekers database your resume will be made available to employers who partner with Ready, Willing, and Able.

[Transitions](#)

A full year of career exploration, community volunteerism, job shadowing, and onsite summer work experience at the Elaine Dobbin Centre for Autism in St John, to build the confidence and skill sets of young adults on the spectrum.

[Easter Seals NL's Horizons Work Experience Program](#)

Horizons is Easter Seals NL's work experience program for youth who face barriers to employment. Participants take part in four weeks of skills training and certifications, then one day a week of classes and workshops for the remainder of the 9-month program. They receive a stipend at the minimum wage rate for their time in skills training and classes. The goal of Horizons is to help young adults between 15-30, who are not in school and not in receipt of EI, find meaningful employment. Priority is given to participants who self-identify as having a disability. Horizons staff guide participants to find a work placement and offer support all along the way.

[Empower: The Disability Resource Centre](#)

Empower: The Disability Resource Centre offers

- a province-wide assessment service for persons with disabilities to determine which adaptive technologies may best meet their needs
- information and tools to employers and individuals on how to create and maintain inclusive workplaces.
- opportunities for interns to increase their own independent living skills and help increase the awareness of independent living across the province. The program supports interns in

overcoming barriers, developing career-related knowledge, developing risk assessment skills, and developing employment skills.

Further information is available by calling 1-844-517-1376 or by clicking [here](#).

[Labrador West Employment Corp.](#)

The Labrador West Employment Corporation builds a relationship with the supported employee which in turn helps the Employment Coordinator job match employment to employee. This program supports adults with intellectual disabilities to participate in meaningful employment. Employment Corporations and Agencies work with individuals to assist them in obtaining employment.

The employer is responsible for paying the wages of the supported employee.

There are 2 levels of support available:

1. Supported Employment Purchase Support- Supported Employee utilizes the natural supports of the workplace to complete duties of employment.
2. Supported Employment Job Trainer Support- If required, a co-worker can be provided to work alongside the supported employee at no cost to the employer. The role of the co-worker is to train and assist the supported employee in the place of employment to the point where the supported employee can perform the duties and responsibilities of the job successfully and independently.

[Newfoundland and Labrador Association for Community Living](#)

Newfoundland and Labrador Association for Community Living (NLACL) is a non-profit organization that works with and on behalf of persons with intellectual disabilities in Newfoundland and Labrador. Their employment-related supports include:

[Ready, Willing and Able to Work](#)

Ready, Willing and Able is an initiative of Inclusion Canada, in partnership with the Canadian Autism Spectrum Disorders Alliance (CASDA). The Government of Canada has made a three-year investment in Ready, Willing and Able (RWA), to work with employers and community agencies in 20 communities across the country. RWA is committed to generating a minimum of 1200 employment opportunities for people on the Autism spectrum or with Intellectual Disabilities. Newfoundland Labrador Association for Community Living (NLACL) is a RWA delivery partner committed to delivering employment services in the province.

[SET Mentoring Program](#)

The Students Exploring Through (SET) Mentoring Program is an initiative of the Newfoundland & Labrador Association for Community Living and is funded by the Department of Immigration, Skills and Labour in partnership with the Green Bay, Gambo and Area, Gander, SEDLER, and Exploits Employment Corporations, and the Nova Central and Western School Districts. The SET Mentoring Project is an in-school opportunity to involve students who face intellectual, social and emotional barriers. This program will help them explore future career options, community volunteering and post-secondary education. It is designed to help students transition into the community and/or workplace after finishing high school. This will be achieved by connecting

them with adult trained "mentors" in the community. The connection between students and mentors will be facilitated by a "Mentor Coordinator" working in concert with school personnel, parents and community. Through the assistance of adult mentors, students will have opportunities to learn about careers, explore their community and volunteer options and alternatives for when they finish high school. Additional in school support and training will assist students in social interaction and relationship building; and it will help students transition to community and/or the workplace after high school. It will give them more opportunity for decision-making. Mentoring will be individualized for each student.

[THRIVE Newsletter: Employment](#)

Access a list of services in Newfoundland and Labrador that is updated annually. It includes general employment supports, employment supports for people with mental and physical diversities, youth, and newcomers, employment supports related to advocacy, as well as funding opportunities for service providers. You can sign up to THRIVE Newsletter to stay informed on any of the changes made to these programs.

Government of the Northwest Territories

Employment Programs for Autistic People

Indigenous Career Gateway Program

From the Diversity and Inclusion Unit

General program (last updated: n.d.)

Through this program, the Government of the Northwest Territories will work to establish partnerships with educators and Aboriginal governments to identify Indigenous Aboriginal candidates who are at the conclusion of their studies or are seeking meaningful work experience.

Eligibility

To be eligible, you must be an Indigenous Aboriginal candidate.

One-on-One Employment Services

From the Conseil de développement économique des Territoires de Nord-Ouest

General program (last updated: 2021)

CDETNO offers many free, bilingual services to assist NWT job seekers and immigrants find employment in the Northwest Territories.

Eligibility

No stated eligibility.

Self-Employment Program

From the Education, Culture, and Employment Unit

General program (last updated: n.d.)

The Self-Employment Program provides support to eligible individuals who are starting a small business or taking over an existing business in which they did not have prior ownership in. Assistance is provided to clients by assessing their business idea, personal suitability, family issues, financial risks, and the resources available or required to be successful.

Eligibility

To be eligible, you must:

- Be 16 years or older

- Be a Canadian citizen, permanent resident or protected person as defined by the Immigration and Refugee Protection Act, who is entitled to work in Canada.

Additional criteria may apply to those wishing to pursue skills development and self-employment.

Skills Development Program

From the Education, Culture, and Employment Unit

General program (last updated: n.d.)

The Skills Development Program provides support for eligible individuals to participate in short-term training opportunities, up to 52 weeks, that upgrade or develop essential employability skills.

Eligibility

To be eligible, you must:

- Be 16 years or older
- Be a Canadian citizen, permanent resident or protected person as defined by the Immigration and Refugee Protection Act, who is entitled to work in Canada.

Additional criteria may apply to those wishing to pursue skills development and self-employment.

Employment Programs for Employers

Employee Training Program

From the Education, Culture, and Employment Unit

General program (last updated: n.d.)

The Employee Training Program (ETP) supports employers who have hired employees in anticipation of their workforce needs by providing assistance to offset the cost of training.

Eligibility

To be eligible, you must:

- Be 16 years or older
- Be a Canadian citizen, permanent resident or protected person as defined by the Immigration and Refugee Protection Act, who is entitled to work in Canada.

Wage Subsidy Program

From the Education, Culture, and Employment Unit

General program (last updated: n.d.)

The Wage Subsidy Program provides support to employers to hire and train NWT residents. This program is intended to provide work experience and training for up to 52 weeks to better enable participants to obtain meaningful long-term employment.

Eligibility

To be eligible, you must:

- Be 16 years or older
- Be a Canadian citizen, permanent resident or protected person as defined by the Immigration and Refugee Protection Act, who is entitled to work in Canada.

Employment Programs for Service Providers**Community Training Partnerships**

From the Education, Culture, and Employment Unit

General program (last updated: n.d.)

Community Training Partnerships provide training and skills development opportunities to unemployed individuals to improve their employment prospects and obtain meaningful long-term employment. Support is provided for up to 26 weeks to organizations to deliver local activities aimed at increasing skills development, including workplace essential skills.

Eligibility

Registered businesses must be licensed to operate in the Northwest Territories and registered with the Worker's Safety and Compensation Commission of the Northwest Territories (WSCC).

Employment Assistance Services

From the Education, Culture, and Employment Unit

General program (last updated: n.d.)

Employment Assistance Services provide career and employment assistance to NWT residents for particular local needs and helps individuals prepare for the workforce, find work, or maintain work through organizations. The focus of this program is on assisting individuals described as unemployed, underemployed, or at risk of unemployment.

Eligibility

Registered businesses must be licensed to operate in the Northwest Territories, and registered with the Worker's Safety and Compensation Commission of the Northwest Territories (WSCC).

Job Creation Partnerships

From the Education, Culture, and Employment Unit

General program (last updated: n.d.)

Job Creation Partnerships provide work experience opportunities to improve employment prospects of the participants. The program assists unemployed individuals who need work experience and training to obtain meaningful long-term employment.

Eligibility

Registered businesses must be licensed to operate in the Northwest Territories, and registered with the Worker's Safety and Compensation Commission of the Northwest Territories (WSCC).

Strategic Workforce Initiatives

From the Education, Culture, and Employment Unit

General program (last updated: n.d.)

Strategic Workforce Initiatives support organizations with labour market activities that promote labour force development, workforce adjustments, and human resources planning. Activities must address a community labour market need and may include identifying economic trends, creating strategies, and initiating projects to develop a responsive local labour force.

Eligibility

Registered businesses must be licensed to operate in the Northwest Territories, and registered with the Worker's Safety and Compensation Commission of the Northwest Territories (WSCC).

Community Delivery Partners

Inclusion NWT

Inclusion NWT is a non-profit charitable organization part of Inclusion Canada, a national federation of more than 400 provincial, territorial and community partners. Their mission is to help those with intellectual disabilities and their families to live meaningful lives in supportive communities. Their services include EmployABILITY, Family Project, FASD Services, Literacy Outreach Centre, Respite, Supported Living and Skills Training & Community Inclusion.

EmployABILITY

EmployABILITY strives to connect employers with workers who happen to have a disability. Funded by Ready, Willing & Able as well as Service Canada from the federal government, they provide a full range of employment services to individuals with any self-identified disability, including autism. Services include assessment, assistance with accessing training and education, resume writing, job search skills, interviewing skills, career development assistance and job coaching. Anyone with a self-identified disability can apply.

School to Work Program

The School to Work Program offers a 24-week-long school-to-work transition initiative in partnership with local high schools which provides employment experience for students with disabilities in grades 11 and 12. Job coaches help with work placements and, for grade 12 students, all work is paid at no less than minimum wage.

Skills training & Community Inclusion

The ST&CI service provides job training and employment opportunities for adults with disabilities as well as other activities that enhance their daily living, social and literacy skills. This program places a heavy emphasis on community involvement. Many participants join once graduating high school, and become involved in community social and recreation activities through this program to increase their opportunities to contribute and be included in the community.

The Odd Job Squad

The Odd Job Squad seeks to assist under-employed individuals who self-identify with a disability to derive a small income from one-time or short-term work while they search for permanent employment.

Government of Nova Scotia

Employment Programs for Autistic People

Disability Support Program

From the Department of Community Services

Disability-specific program (last updated: 2020)

The Disability Support Program (DSP) serves children, youth and adults with intellectual disabilities, long-term mental illness and physical disabilities in a range of community-based, residential and vocational/day programs. Nova Scotians with disabilities will benefit from more day programming activities that build skills and provide more opportunities for recreation in their communities as part of the government's commitment to accessibility. Thirty-four organizations received grants up to \$50,000 to increase recreation, employment and day programming for Nova Scotians with disabilities. The Disability Support Program supports the following employment-related activities:

- **Adult Service Centres:** Vocational and other day program services complement the residential and other community-based support systems provided under the Disability Support Program (DSP). Adult Service Centers provide community-based vocational programs, currently, this includes employment, skills training and day program opportunities for adults with intellectual disabilities in communities across Nova Scotia. As part of an approved individual support. Actual costs up to \$40.00/month, approved by Care Coordinator and as per DSP approval levels
- **Employability Related Expenses:** A participant may be approved for special needs funding to cover employability expenses that are directly related to and necessary to facilitate their paid employment or participation in an employment plan when a participant is: a) employed on a fulltime or part-time basis; or b) participating in employment as part of their IASP, with Casework Supervisor approval. Fees that are directly related to a return to employment, such as but not limited to driver's licenses, criminal record check/pardon applications, drivers abstract, and medicals, may be considered as a special need. Max total of \$500 per twelve-month period and must be approved by the Care Coordinator.
- **Project 50 (Voluntary Unpaid Work Experience):** A participant may be approved for a Project 50 where involvement in a meaningful community work experience is an identified need in their IASP. An agreement must be completed by the participant, sponsor and Care Coordinator. The sponsor of a Project 50 should be a non-profit or charitable organization and the work should occur in a location other than the participant's current residence. Exceptions may be considered when the participant has no other feasible work placement, and the work placement provides the participant with a meaningful and beneficial experience. These exceptions require the approval of the Casework Supervisor. Project 50 work experience and allowance will only be approved when: a) a participant does not attend a day program on a full-time basis and does not have part-time or full-time paid employment; b) a Project 50 monthly review form is completed by the participant and the work supervisor and submitted to the Care Coordinator monthly for payment; and c) the program is reviewed as part of the participant's support plan or as part of their individual review/reassessment. A participant's transportation expenses to and from their work placement may be approved if the participant is not already receiving a travel allowance in their budget. The incentive allowed is prorated on a basis of \$2 per hour service to a maximum of \$50 per month, approved by the Care Coordinator. Project 50 placement exceptions approved by Casework Supervisor.

Eligibility

You must be an Autistic person with a documented intellectual disability.

Employment Support Services

From the Department of Community Services

General program (last updated: 2020)

Employment Support Services (ESS) helps people on Income Assistance to become more self-sufficient. Self-sufficiency means different things to different people. Some people need to work on education, others on job skills. It may mean doing volunteer or part-time work. Self-sufficiency means finding what is right for you at this time, with your background, your family and personal situation, and what jobs are available in your community. The services depend on your goals and your background. ESS offers some services directly, but also works with other organizations to provide some programs. The Workplace Support Program is provided as part of ESS.

Eligibility

To be eligible for ESS, you must be a recipient of [income assistance](#).

Employment Support and Income Assistance

From the Department of Labour and Advanced Education

General program (last updated: 2021)

The Income Assistance (IA) program provides people in financial need with assistance with basic needs such as food, rent, utilities like heat and electricity, and clothing. The program may also help you with other needs such as childcare, transportation, prescription drugs, emergency dental care, and eyeglasses. (In some places, programs that help people with basic requirements are called "social assistance", "income support" or "welfare".) Once you receive Income Assistance, you may be able to take part in one of the many Employment Support Services (ESS) programs, which help people become more self-sufficient.

Eligibility

To be eligible for Employment Support and Income Assistance (ESIA), you must:

- Be a resident of Nova Scotia.
- Be 19 years old or over, or 16 to 18 in certain situations
- Need financial support to pay for your basic needs
- Have tried to find work or another source of income, unless it is not possible for you at this time

Work Activity Programs

From the Department of Community Services

General program (last updated: 2020)

The general mission of Work Activity programs is to help all Nova Scotians who have barriers to employment to integrate themselves into employment and society. This is achieved by providing pre-employment and employment services, focusing on personal, academic, and work skill development.

Each Work Activity program offers a standard core program. Work Activities believe that people learn best when they are working on the three main areas that help with developing the skills you need to either go back to school or work. These areas are your academic skills, specific work skills and also your personal development. You can expect to be in a group with other people, and you will have a chance to work on your academics, set some personal goals, and to gain exposure to a work area. You may also have an opportunity to have a work placement in the community.

Each person will have a different next step after completing the program. For some, it will mean setting a goal to get more education. Others will move onto a job. If this is your first step back into activity, perhaps your next step will be meeting more regularly with your Employment Support Caseworker to develop a return-to-work plan. You will have a chance through your involvement with the Work Activity program to really understand what it is that you need to do to eventually return to work, school or other activity.

Eligibility

To be eligible, you must be a recipient of [income assistance](#).

Workplace Support Program

From the Department of Community Services

Disability-specific program (last updated: 2020)

As part of ESS, the overall objective of the Workplace Support Program is to improve employment outcomes of persons with disabilities by increasing labour market participation rates. There are two components to the Workplace Support Program

- **Workplace Attendant Support component:** Funding through the Workplace Attendant Support component of the Program is intended to support individuals having a significant disability who are starting an employment opportunity and require supports related to the performance of the job. This program is intended to support individuals who have employment in the competitive labour market only. The program is not intended to support individuals who are self-employed.
- **Technical Aids and Assistive Devices component:** Funding through the Technical Aids and Assistive Devices component of the Program is intended to support individuals having a disability who are currently employed or are starting an employment opportunity in the competitive labour market and require supports to do the job. It provides funding for persons who are currently employed, starting employment, or attending a postsecondary program and require a technical aid and/or assistive device to do their job/complete their education. Components are income tested, with a maximum annual net income of \$54,000.

Eligibility

To be eligible, you must be a recipient of [income assistance](#).

Employment Programs for Employers

Business ACCESS-Ability Grant Program

From Communities, Culture and Heritage

Disability-specific program (last updated: 2020)

Businesses can apply for a cost-shared grant to make accessibility-related improvements. Improvements can be for clients and customers, for employees, or both. Maximum grant amounts available per year is \$100,000 per applicant. Features and improvements required by law or legislation are not eligible. Only organizations and businesses that deliver training and educational services targeted at the business community are eligible for the Universal Design Capacity funding category. Funding available for Accessible Transportation projects is up to 2/3 of eligible expenses, to a maximum of \$20,000.

There are five categories of funding:

1. **Built Environment:** Removing physical barriers for persons to access business services, by installing ramps, accessible washrooms, door openers, and other projects.
2. **Accessible Communications Services:** Ensuring that all customers, clients, and employees can access information related to a business.
3. **Assistive Devices:** Ensuring that employees and consumers who are person with disabilities have the devices they need to effectively do their jobs and access places of business.
4. **Universal Design Capacity Building:** Training in the field of Universal Design, both for technical services professionals and for persons with disabilities wishing to better understand its value.
5. **Accessible Transportation:** Providing support for businesses to improve access to transportation services.

Eligibility

Note that only organizations or businesses that deliver training and educational services targeted at the business community are eligible for the Universal Design Capacity funding category.

Graduate to Opportunity

From the Department of Labour and Advanced Education

General program (last updated: 2021)

Graduate to Opportunity (GTO) is helping to build a stronger workforce and retain young people in Nova Scotia with a salary incentive that makes it easier to hire recent graduates. Employers receive 25% of the first year's salary – 35% if the new graduate is a member of a designated diversity group – and 12.5% of the second year's salary.

Eligibility

To be eligible, you must fall into any one of the following categories:

- Small business with fewer than 100 employees
- Start-up company incorporated within two years of the application date
- Social enterprise, not-for-profit organization, or registered charity with recognized standing

[START Program: Hiring Incentive for Employers](#)

From Employment Nova Scotia

General program (last updated: 2020)

The START Program helps connect employers with unemployed Nova Scotians who can fill their job vacancies. For employers, START offers a wage incentive and other types of funding if they hire an unemployed Nova Scotian. For unemployed individuals, START provides a letter that helps them market their skills and the program to potential employers.

The START Program helps employers find and attract the people they need. Employers can receive funding when they hire eligible unemployed Nova Scotians to fill their job vacancies. Different types of funding are available for employers, depending on the type of employment offered, the employer's needs and the employee's skill level. This includes:

- **Wage incentive:** Wage incentives help offset some of the salary and benefit costs related to hiring a new employee. Preference is given to employers who can offer full-time, sustainable employment. Short-term jobs may be eligible if they help the employee develop transferable skills that can improve their chances of finding other employment in the future, or if they're related to a priority sector or industry where a short-term contract is being implemented.
- **Training costs:** Employers can get funding to help cover some of the costs of training the new employee.
- **Equipment and other costs:** Employers can get funding to cover some of the cost of equipment or other direct costs associated with the new employee.

[Eligibility](#)

To be eligible, you must:

- Be a small or medium-sized employer, including businesses, not-for-profit organizations, and social enterprises located in Nova Scotia
- Have employees who live and work in Nova Scotia

Employment Programs for Service Providers

[Ability Works Program](#)

From the Department of Community Services

Disability-specific program (last updated: 2020)

Part of Employment Support Services (ESS). The overall objective of the Ability Works program, administered by the Department of Community Services, is to improve employment outcomes for people living with a disability by: (1) enhancing their employability; (2) increasing employment opportunities for individuals and (3) increasing labor market participation rates for individuals. Funding is available to community - based service providers for projects focusing on activities that support participants to connect to employment opportunities. Pre - employment activities and interventions will be considered eligible under a project provided they are an important component of a participant's plan for labor market attachment. The Ability Works program is funded by both the Province of Nova Scotia and the Government of Canada under the terms of the Workforce Development Agreement (WDA) with

the goal of improving employment outcomes for Nova Scotians with disabilities. To successfully enter and maintain attachment to the labor market, an individual requires competencies in each of the four Employability Dimensions. All projects must be targeted to meet a current ESIA client need, and the primary focus should not exceed two Employability Dimensions.

Eligibility

To be eligible, you must be:

- Considered a person living with a (physical, mental health, learning, cognitive, intellectual) disability and there is a realistic possibility of attaching to the labour market as a direct result of receiving goods or services provided through Ability Works
- At least 16 years of age and not currently under the jurisdiction of the provincial education (public and/or private school) system
- Be a Canadian citizen or landed immigrant who is a resident of Nova Scotia

Move to Work Program

From the Department of Community Services

General program (last updated: 2020)

Part of Employment Support Services (ESS). The objective of the Move to Work Program is to provide opportunities to support Employment Support and Income Assistance (ESIA) recipients and those individuals who may be considered at risk of becoming attached to the Employment Support and Income Assistance Program. The Move to Work Program is funded through the Canada-Nova Scotia Workforce Development Agreement (WDA) and projects funded under this program must adhere to the terms and conditions set out in the Agreement.

Under the WDA, the Government of Canada will provide annual funding to the Province of Nova Scotia for programs and services for low-skilled employed workers and unemployed Nova Scotians. The objectives of the WDA are to increase the participation of Nova Scotians in the workforce, to enhance the quality of skills development programs available to Nova Scotians, and to help facilitate workforce mobility and provide the information necessary to make informed labour market choices. In particular, the WDA aims to address the needs of those who are currently under-represented in the workforce, who have traditionally not benefited from supports due to their lack of recent employment.

Eligibility

Eligible applicants include:

- An organization (registered non-profit organizations defined as Cooperatives recognized by Canada Revenue Agency (CRA) as registered charities or non-profit organizations pursuant to paragraph 149 (1) (f) and (l) of the Income Tax Act respectively)
- Educational institutions
- Public health institutions
- Municipal governments and band/tribal councils

Skills Work Program

From the Department of Community Services

General program (last updated: 2020)

Projects funded under the Skills Work Program must support Employment Support and Income Assistance (ESIA) program participants, and those individuals who may be considered 'at risk' of becoming attached to the ESIA Program. Non- ESIA participants are subject to special approval by the Agreement *Manager and* must demonstrate "at risk" factors such as: limited job search skills; *currently living* in poverty; previous attachment to the ESIA program; limited labour market attachment and/or *familial* circumstances which place an individual at risk of attachment to the ESIA program. Funding is available to community-based service providers for projects focusing on activities that support recipients and those "at risk" of ESIA dependency to connect or progress to employment opportunities. To successfully enter and maintain attachment to the labour market, an individual requires competencies in each of the four Employability Dimensions. All projects must be targeted to meet a current ESIA client need, and the primary focus should not exceed two Employability Dimensions (see document at link below).

Eligibility

Eligible applicants include:

- An organization (registered non-profit organizations defined as Cooperatives recognized by Canada Revenue Agency (CRA) as registered charities or non-profit organizations pursuant to paragraph 149 (1) (f) and (l) of the Income Tax Act respectively)
- Educational institutions
- Public health institutions
- Municipal governments and band/tribal councils

Community Delivery Partners

There are currently six **Work Activity centres** in the province of Nova Scotia. These are specific workshops depending on the centre. The community organizations that deliver these programs can be found [here](#).

Nova Scotia Works Employment Services Centres

There are fifty-four *Nova Scotia Works Employment Services Centres*, which are intended to help all Nova Scotians with employment.

Island Employment:

A Nova Scotia Works Employment Services Centre and community resource providing accessible services for Cape Breton job seekers and employers.

TEAM Work Cooperative:

A Nova Scotia Works Employment Services Centre who help clients navigate a range of programs and services that will aid their success. They help Nova Scotia's employers with recruitment, planning and HR support as well as help people with career planning, job searching and on-the-job development.

[Adult Service Centres](#)

There are 37-day program Service Providers in the *Disability Support Programs* in NS (many are commonly known as Adult Service Centers). Some of these programs include sheltered workshops, offer employment support, some are vocational, some are pre-vocational/skill development focused. Many of the programs who do not offer the full array of employment programming liaise with NS Works programs in their local community to support their program participants to access employment supports. There are twenty-nine *Adult Service Centre* agencies throughout Nova Scotia for people with intellectual disabilities. This includes Flower Cart and Prescott organizations.

[The Flower Cart Group](#)

A conglomeration of social enterprises serving a dual purpose – working to provide employment training opportunities that enrich the lives of participants and adding value for Valley businesses.

[Prescott Group](#)

Anon-profit organization since 1962, supporting 160+ adults with disabilities in Halifax through development of life and work skills. Their employment services include employment coaches and community employment.

[Autism Nova Scotia](#)

The Employment Department at Autism Nova Scotia is a leader in inclusive employment supports and practices. It provides a robust suite of programs and services including skills development, training, and day-to-day supports for autistic adults/adults on the autism spectrum--helping individuals look for, find, and keep employment. The department takes an ecological approach to building supports, by complimenting and enhancing existing employment supports providers, and providing, as required, targeted niche supports to help individuals in their individualized journey to employment success. Services and programs include, but are not limited to, pre-employment skills development, job seeking skills, on the job and "outside of work" employment coaching, and autistic led employment group supports. The Employment Department is built on a philosophy of person directed decision making, universal design, and real work for real pay; and has been pleased to collaborate with autism organizations and employment support systems across the country in strengthening local supports for autistic job seekers.

[Autism Job Seekers Database](#)

Autism Nova Scotia, in collaboration with Ready, Willing, and Able has launched The Compass: an Autism Job Seekers Database to help connect you to paid employment opportunities developed by Ready, Willing, and Able.

[Career Quest](#)

Career Quest is a job search group that meets twice a week to help participants gain the skills towards greater success in their job search! In this group, participants will be searching and applying to at least two jobs per week, while Autism Nova Scotia helps them get attached to a local employment agency for even more job support!

[Coach Support](#)

Autism Nova Scotia's Employment Coaches provide 1:1 support at one's workplace, or outside the job, to help them become independent, comfortable, and successful at work. Employment

Coaches are trained professionals at Autism Nova Scotia that provide customized accommodations, strategies, and adaptations.

LaunchPad

LaunchPad is a 12-week program that provides real-life work experience in the community and teaches lessons on topics such as social skills in the workplace, professionalism, and financial literacy. Participants will gain valuable work experience in the community, and in addition, they will work alongside the social enterprise, The Pearl, to build their customer service skills.

EmploymentWorks

EmploymentWorks is a federally funded, evidence-informed 24-week program that offers employment preparedness training, as well as substantial experiential job sampling and work experience for autistic adults/adults with autism. It specifically serves adults that range in age from 15 to 64 years, who are no longer attending high school, and focuses on the development and application of skills required in the workplace.

Access-Ability: Employment Opportunities for Persons with Disabilities

This program, by the Saint Mary's Entrepreneurship Centre, provides employers with a significant wage subsidy to hire persons with disabilities. The objective of this project is to give persons with disabilities the opportunity to apply their skills in a work setting consistent with their education and allow them to become leaders in their chosen fields. In addition, participants will be given the opportunity to utilize their skills to launch a business of their own. Access-Ability is offering both an entrepreneurship and employment experience option to employers and participants.

- In the entrepreneurship experience, the employer would provide entrepreneurial coaching during the program for a participant interested in starting their own business at the end of the 39-week work placement.
- In the employment experience, the employer would provide career mentorship for the participant with the intention of the participant staying with the employer after the 39-week work placement.

Government of Nunavut

Employment Programs for Autistic People

[Adult Learning and Training Supports](#)

From the Department of Family Services

General program (last updated: 2021)

This program helps you while you undertake training or upgrading. It is intended to increase your chances of finding and maintaining employment. ALTS normally only funds training programs that are a year, or less, in duration and that will lead to employment. Generally, training funded under this program falls under two categories: training that directly leads to employment after it is completed and work readiness or upgrading training.

Examples of ALTS funded programs include:

- Apprentice technical training
- Workplace training
- Pre-trades training
- Nunavut Arctic College Foundations program

[Eligibility](#)

To be eligible for ALTS, you must be:

- In need of skills training to be competitively employable
- 18 years of age or older

[Employment Assistance Services](#)

From the Department of Family Services

General program (last updated: 2021)

The Career Development division and your local Career Development Officer are available to help you connect to a number of career services including labour market information, employment and career counseling, career action planning, resume writing workshops, interview skills and more.

[Eligibility](#)

Anyone looking for information about the local labour market or who may need assistance in looking for or applying to jobs is welcome to apply for this service.

[Getting Ready for Employment and Training](#)

From the Department of Family Services and Nunavut Arctic College

General program (last updated: 2021)

The Getting Ready for Employment and Training (G.R.E.A.T.) program is a 14-week training program designed to support Social Assistance clients to make successful entry into the labour force and become employed and/or pursue further training and education. The course content includes personal portfolio development, introduction to computers, enhanced essential skills, workplace ethics, interview skills and more. An additional 2-week mentored work experience is also a part of this program.

Eligibility

To be eligible for G.R.E.A.T., you must be on Social Assistance.

Pre-Apprentice Program

From the Department of Family Services and Nunavut Arctic College

General program (last updated: 2010)

The pre-apprenticeship program is a 160-day multi-disciplinary program that aims to give students the skills, knowledge, and confidence required to proceed with apprenticeships in a trade of their choice (electrician, plumber, carpentry, oil heat systems technician, housing maintainer).

Eligibility

Applicants should contact their Regional Career Development Officers for Trades Entrance exam requirements and scheduling. A pass mark of 70% on cluster #4 Trade entrance is required for this program.

Employment Programs for Employers

Training on the Job

From the Department of Family Services

General program (last updated: 2013)

This program provides a wage subsidy to small and medium sized employers to help them hire and train unemployed or under-skilled workers. The training, which can be up to 52 weeks in length, may be delivered on the job site, at an institution or training provider or as a combination of both. The expectation is that the employer hires the trainee at the end of the training period.

Eligibility

This program is available to public sector, private sector, non-governmental, charitable or voluntary organizations. Private sector employers should have fewer than 50 employees. The trainee should be training to fill a full-time, part-time (minimum of 20 hours per week) or a seasonal job. Trainees may be unemployed, underemployed or apprentices.

Employment Programs for Service Providers

No employment programs directed to service providers were identified in this scan of Nunavut.

Community Delivery Partners

[Nunavummi Disabilities Makinnasuaqtiit Society](#)

Nunavummi Disabilities Makinnasuaqtiit Society (NDMS) is the only cross-disability organization in Nunavut. They provide support to people across the lifespan from infants to Elders. NDMS developed out of grassroots community-based action. In 2005, NDMS was incorporated as a society, and became the representative organization for people living with a disability in Nunavut. NDMS offers the following programs and services:

[Pre-Employment Skill Building](#)

A 12-week training to learn how to develop a resume, connect with employers, and find sustainable employment. The course is an in-class program with both group sessions and one-on-one work with project instructors and employment specialists. This program offers a training incentive, childcare support, and purchase of accessible devices or technology.

[Employer Engagement Events](#)

Training specific to employers around inclusive hiring practices, customer service for support persons with disabilities, and roundtable discussions with other employers to develop inclusive hiring policies. NDMS is currently conducting a territory-wide scan of Nunavut business to create partnerships and offer information.

[Job Coaching and Mentorship Training](#)

In this course, participants will become familiar with the full process of becoming an effective coach. This includes learning the characteristics of a good coach, identifying the different types of learners and how the two are connected, who is accountable for what responsibilities within the coaching process, providing feedback and developing a fulsome coaching plan.

[Kakivak Association](#)

Kakivak Association is a community and economic development organization serving Inuit, by providing business, employment and training services to enhance the strengths of communities in the Qikiqtani region. The Kakivak Association provides the following programs and services:

[Inuit Youth Work Experience Program](#)

This program aims to: (i) support the provision of opportunities for mentored work experience; (ii) support the development and enhancement of essential employability skills, (iii) such as communication, problem solving, and working with others; (iv) expose youth to a variety of career options; (v) promote the benefits of education as being key to labour market participation.

[Inuit Career Promotion and Awareness Program](#)

This program aims to: (i) support the development and enhancement of essential employability skills, such as communication, problem solving, and working with others; (ii) expose youth to a variety of career options; (iii) promote the benefits of education as being key to labour market

participation; (iv) support the provision for mentored school-based work and study opportunities, where applicable.

Inuit Student Summer Employment Opportunities Program

This program aims to: (i) support skills acquisition through the provision of wage subsidies for short term work experience; (ii) assist Inuit secondary and post-secondary students to prepare for future entry into the labour market by facilitating access to summer employment; (iii) support Inuit students to earn wages for post-secondary financing.

Government of Ontario

Employment Programs for Autistic People

[Community Participation Supports](#)

From Developmental Services Ontario, Ministry of Children, Community and Social Services

Disability-specific program (last updated: 2021)

If you are looking to connect to your community through meaningful experiences that promote your personal interests, skills, growth and development, the Ministry of Children, Community and Social Services (MCCSS) funds local agencies who provide Community Participation Supports. Participation can take the form of an employment opportunity.

Eligibility

This program is available to people with a developmental disability who are 18 years old or older and:

- Need support to participate in the community while they are still in school, or
- Have left school and are living on their own, with family or independently in a supportive living arrangement

[Employment Assistance](#)

From Ontario Works

General program (last updated: 2021)

People who qualify for Ontario Works can access programs that help them finish high school, improve their language skills, and upgrade their reading, writing or math skills. Ontario works may also be able to connect people with employers who are hiring. Ontario Works may also cover the indirect costs (e.g., transportation, fees) of taking part in Employment Assistance Activities.

Eligibility

You might be eligible for Ontario Works if you:

- Need help with your living expenses, meaning you do not have enough money to cover your immediate family's living expenses
- Are 16 or older

Based on recent memos regarding the [employment services transformation](#), there may be upcoming reforms to this program.

[Indigenous Youth Work Exchange Program](#)

From the Ministry of Natural Resources and Forestry

General program (last updated: 2021)

Participants could get an 8-week summer job working with the Ministry of Natural Resources and Forestry and/or an Indigenous community or organization – for up to 3 summers in a row. In this program, participants do hands-on work in natural resource management, get minimum wage, get education, training and coaching, and develop personal and professional skills.

Eligibility

To be eligible for this program, you must be:

- A person who self-identifies as an Indigenous person (First Nation, Inuit or Métis)
- A student
- Between 15-24 years old (up to 29 for persons with a disability)

Ontario Disability Support Program

From the Ministry of Children, Community and Social Services

Disability-specific program (last updated: 2021)

ODSP provides many kinds of employment supports through its network of 250+ third party service providers: help preparing for work, help finding a job, help keeping a job, job coaching, on-the-job training, help to move to the next level in your career, software and mobility devices that can help you do your job, interpreter or intervenor services, transportation assistance, assistive devices and training to use them, tools and equipment you need for your job, special clothing for your job, specialized, computer training, other items you may need.

Eligibility

To be eligible for this program, you must:

- Be at least 16 years old
- Be an Ontario resident
- Be legally allowed to work in Canada
- Have a substantial physical or mental disability that is expected to last a year or more, and makes it hard for you to find or keep a job

Based on recent memos regarding the [employment services transformation](#), there may be upcoming reforms to this program.

Ontario Internship Program

From the Government of Ontario

Disability-specific program (last updated: 2020)

The Ontario Internship Program invests in committed, talented graduates seeking a great opportunity to start and accelerate their careers. It's a paid developmental opportunity to grow top talent while delivering important public services to the people of Ontario. Interns choose to work in one of the following areas:

- Business and Financial Planning
- Communications
- Human Resources
- Information and Information Technology
- Labour Relations
- Policy Development
- Program and Service Delivery

Eligibility

Please click [here](#) to view all eligibility requirements.

Passport Program

From Developmental Services Ontario, Ministry of Children, Community and Social Services

Disability-specific program (last updated: 2021)

Helps adults with a developmental disability be involved in their communities and live as independently as possible by providing funding for community participation services and supports. Up to \$2,500 can be used to develop a person-directed plan that builds on the individual's strengths and interests and identifies supports to help them achieve their goals. These supports can be purchased from independent planners, facilitators, or developmental services agencies. Pre-employment and employment supports (e.g., to develop one's resume and skills) are among several things that the funding can be used toward.

Eligibility

This program is available to people with a developmental disability who are 18 years old or older and:

- Need support to participate in the community while they are still in school, or
- Have left school and are living on their own, with family or independently in a supportive living arrangement

TalentEdge

From the Ministry of Economic Development, Job Creation and Trade

General program (last updated: 2021)

Through TalentEdge, participants can get:

- A four-month internship valued at \$20,000 with a participating business where you'll work on a project in your discipline or area of specialization
- Up to two 12-month fellowships valued at \$85,000 each to work on industry-driven research and development projects

Eligibility

You can apply for a TalentEdge internship if you:

- Are currently enrolled in college or university (graduate or undergraduate)

- Graduated within the last three years from college or university

You can apply for a TalentEdge fellowship if you:

- Have a doctoral degree

[Youth Job Connection](#)

From the Ministry of Colleges and Universities

General program (last updated: 2021)

The Youth Job Connection program serves youth aged 15 to 29 who experience multiple and/or complex barriers to employment by providing more intensive support beyond traditional job search and placement opportunities. This program provides: at least 60 hours paid training to prepare you for the workplace, a job for up to 6 months, mentorship, job-coaching and help with the transition from school to work, or to ongoing employment once the program ends.

Eligibility

To be eligible for these year-round opportunities, you must be:

- Between 15 and 29 years old
- Unemployed
- Not attending full-time school or training
- If you are under 18, you must already be legally excused from school. This means that you have either graduated or are participating in a supervised alternative learning program approved by your school board.

[Youth Job Connection Summer](#)

From the Ministry of Colleges and Universities

General program (last updated: 2021)

The Youth Job Connection Summer program serves youth aged 15 to 18 who experience multiple and/or complex barriers to employment by providing more intensive support beyond traditional job search and placement opportunities. This program provides: at least 20 hours paid training to prepare you for the workplace, a job for up to 8 weeks, mentorship, mentorship, job-coaching and help returning to school after the program ends.

Eligibility

To be eligible for these summer opportunities, you must be:

- Between 15 and 18 years old
- A high school student planning to stay in or return to school, or to move on to postsecondary education

Employment Programs for Employers

[Canada-Ontario Job Grant](#)

From the Ministry of Colleges and Universities

General program (last updated: 2021)

The Canada-Ontario Job Grant provides direct financial support to individual employers or employer consortia who wish to purchase training for their employees. It is available to small, medium and large businesses with a plan to deliver short-term training to existing and new employees. Employers can receive up to \$10,000 in government support per person for training costs.

Eligibility

Employers with 100 or more employees need to contribute 1/2 of the training costs. Small employers with less than 100 employees need to contribute 1/6 of training costs. The Consortium Stream allows a group of employers to pool their resources to support common training objectives and goals.

[ODSP Workplace Training](#)

From the Ministry of Children, Community and Social Services

Disability-specific program (last updated: 2021)

Job Trials: Job trials and work experience opportunities with employers can be a critical step in helping a client prepare for employment, build basic work skills in an actual job setting and secure a job. Job trials may be used to:

- Test out abilities and interests for specific types of jobs.
- Provide clients and job developers with valuable feedback on which to build an employment action plan and determine the need for further services.
- Provide employer feedback based on performance in an actual work setting.
- Give the employer an opportunity to "try out" or assess the employee.
- Identify the need for workplace training or on-the-job supports.

On-The-Job Training: On-the-job training is designed to encourage employers to retain the client after the placement by committing to specific work-related training and development that prepares the individual to perform the responsibilities of the job. This also helps to offset some of the employer's costs of training the new employee. Funding may be provided for either:

- A training course or program that relates to the employee's job responsibilities or involves training in adaptive technology required to perform the job duties.
- A training wage subsidy to assist the employer to cover the costs of training or additional supervision required during the early stages of employment and time required to put in place any tools/supports needed by the employee to perform the job.

Eligibility

No stated eligibility.

Based on recent memos regarding the [employment services transformation](#), there may be upcoming reforms to this program.

[Youth Job Connection and Youth Job Connection Summer](#)

From the Ministry of Colleges and Universities

General program (last updated: 2021)

The Youth Job Connection program serves youth aged 15 to 29 (or 15 to 18 for the summer program) who experience multiple and/or complex barriers to employment by providing more intensive support beyond traditional job search and placement opportunities. Employers in the program may receive:

- An employee who is ready to work and has completed workshops
- Job coaches who provide ongoing support to you and your employee
- Financial incentives to help with costs of hiring and training youth
- Financial incentives to provide on-the-job training for participants in job placements
- Placement incentive to hire, register, and train an apprentice through the Apprenticeship Employer Signing Bonus
- Additional financial help to offset training costs

[Eligibility](#)

Employers must be licensed to operate in Ontario, comply with workplace, human rights and labour legislation, have workplace safety and liability insurance, and offer job opportunities taking place in Ontario.

[Employment Programs for Service Providers](#)

[Ontario Disability Support Program](#)

From the Ministry of Children, Community and Social Services

Disability-specific program (last updated: 2021)

ODSP provides direct funding to 250+ third party service providers so they can offer programs that help disabled people prepare for work, find a job, keep a job, among other things.

[Eligibility](#)

Several criteria are assessed when reviewing contract proposals from both current and new service providers, including projections/expectations for current and future service levels, demonstrated history of providing employment supports, and obtaining successful employment outcomes for people with disabilities among several other criteria.

Based on recent memos regarding the [employment services transformation](#), there may be upcoming reforms to this program.

Skills Development Fund

From the Ministry of Colleges and Universities

Disability-specific program (last updated: 2021)

The Skills Development Fund offers funding to organizations for innovative projects that address challenges to hiring, training, or retaining workers, including apprentices, during a pandemic. COVID-19 has created pressing challenges for businesses, workers, job seekers and communities across the province. And while training and retraining are essential for Ontario's economic recovery, the pandemic has affected education, training and employment service providers as well. The \$115 million Skills Development Fund offers two funding rounds to support innovative, market-driven solutions that can help people and businesses make it through the pandemic successfully. These solutions may also lead to lasting improvements to employment and training in Ontario.

Eligibility

The following organizations are eligible to apply to the Skills Development Fund:

- Employers with a physical presence and licensed to operate in Ontario
- Apprenticeship training delivery agents (TDAs), other than those listed below as co-applicants
- Non-profit organizations with a physical presence in Ontario
- Professional/industry/employer/sector associations
- Trade unions/union affiliated organizations
- Municipalities

The following organizations are eligible to apply to the Skills Development Fund as a co-applicant with one or more of the organizations above:

- Publicly assisted colleges, universities or Indigenous Institutes in Ontario
- Private career colleges registered under the Private Career Colleges Act, 2005

Community Delivery Partners

For a complete list of service providers associated with ODSP, please click [here](#).

For a complete list of service providers associated with DSO, please click [here](#).

Community Living Toronto

Community Living Toronto has been a source of support for people with an intellectual disability and their families since 1948. They offer a wide range of services including respite, person-directed planning, employment supports, residential programs, and community-based activities. They are proud to support over 4,000 individuals and their families in 80+ locations across Toronto.

What They Do for Business...

- Match the labour needs of employers with the skills/abilities of job seekers for full-time, part-time, casual, and seasonal opportunities
- Provide on the job training to ensure employer satisfaction
- Offer orientation, basic training, and on-going support for both employers and the new employee
- Provide effective working solutions to a variety of employment demands in a diverse range of fields including: industrial maintenance, janitorial services, food services, retail, and general labour

To learn more about the supports and services they offer [click here](#).

[Ontario Disability Employment Network](#)

The Ontario Disability Employment Network (ODEN) is a professional body of employment service providers united to increase employment opportunities for people who have a disability. ODEN consists of 140 member agencies, all in the business of helping people who have a disability get into the workforce. Members are from every corner of Ontario and support people of all disability types.

Government of Prince Edward Island

Employment Programs for Autistic People

[AccessAbility Supports](#)

From the Department of Social Development and Housing

Disability-specific program (last updated: 2021)

This program provides assured Income to financially support individuals/families with disabilities that may not be able to provide for basic needs such as shelter, food and other essentials.

Employment Assistance Services: services designed for persons experiencing disabilities to support employment participation by developing the necessary skills to prepare for, find, and maintain meaningful employment while simultaneously removing barriers to employment.

[Eligibility](#)

You are eligible to apply for AAS if you:

- Are a person with a disability, diagnosed by a qualified health care practitioner and able to provide verification of a diagnosis
- Are lawfully entitled to be in or to remain in Canada with permanent residency status
- Are under 65 years of age on the day an application for AAS is submitted

AAS may not be available for any child in the temporary or permanent care of the Director of Child Protection, as it is the responsibility of the Director of Child Protection to meet the needs of children-in-care.

When an applicant is sentenced to a correctional facility or hospitalized for more than 30 consecutive days, services may be reduced or suspended until the time when the applicant is released.

Applicants applying for AAS must also meet any other requirements or conditions set out in the regulations.

[Diversity Employment Program](#)

From the PEI Public Service Commission

General program (last updated: 2021)

The Diversity Employment Program (DEP) provides casual and temporary job opportunities to qualified candidates who are registered with this program. DEP also has a summer program which offers short-term summer job opportunities for students from diversity groups.

[Eligibility](#)

- You must be a member of one of the [designated diversity groups](#)

- Candidates from other diversity groups that do not fall into any of the above categories may also be considered

Employment Programs for Employers

[SkillsPEI - Employ PEI](#)

From the Department of Economic Growth, Tourism and Culture

General program (last updated: 2021)

Employ PEI is an employment program developed to help employers create long term employment opportunities for job seekers. An employer receives a temporary wage subsidy to provide on-the-job training for a new full-time employee. If you are hiring a new employee who lacks the work experience necessary for the position, they can subsidize up to 50% of the wages to a maximum of 20 weeks. At the end of the wage subsidy, the employee should be fully productive and contribute to the success of the business. The wage rate paid to the participant must be a minimum of \$13.00 per hour to be eligible for consideration and needs to be within the wage range for the targeted occupation. SkillsPEI can subsidize up to 50% of the wages by making a maximum contribution of \$12.50 per hour for the new employee's wages during the training period.

Workforce Development Projects may include such activities as:

- Skills training, ranging from basic literacy and numeracy to advanced skills training
- On-the-job training and workplace-based skills upgrading
- Group interventions and job readiness assistance
- Services to facilitate matching supply and demand of skilled labour
- Other activities that promote skill enhancement and labour market participation

[Eligibility](#)

Eligible employers include:

- Registered private sector businesses;
- Organizations;
- Municipalities;
- Band/tribal councils;
- Public health and educational institutions.

Eligible employees must be:

- unemployed and looking for full-time work;
- legally authorized to work in Canada (Canadian citizen or permanent resident);
- out of high school for at least 2 years;
- Other criteria may apply.

[Jobs for Youth](#)

From the Employment Development Agency

General program (last updated: 2021)

The Jobs for Youth Program, delivered by the Employment Development Agency, offers wage support for employers to create employment opportunities for PEI students.

Eligibility

Non-profit organizations, municipalities, private businesses and some public sector organizations are eligible to apply for funding. Please see [guidelines](#) for more details.

Employment Programs for Service Providers[SkillsPEI - Work Experience PEI](#)

From the Department of Economic Growth, Tourism and Culture

General program (last updated: 2021)

Work Experience PEI is an employment program developed to provide financial support to non-profit community organizations for projects that provide the job seeker with valuable work experience and potential for long term employment. If you are hiring a new employee who lacks work experience for a short-term project, they can provide financial assistance to subsidize a portion of the wages up to a maximum of 52 weeks.

Eligibility

If you are unemployed and looking for short-term work experience you are eligible to apply. If you are unemployed and looking for full-time employment you are eligible to apply.

- You must have a current claim for Employment Insurance benefits; or
- You must have a previous EI claim whose benefit period ended within the previous 60 months; or
- An unemployed person who paid, in at least 5 of the last 10 years, employee's premiums that did not entitle the person to a refund (i.e., If the person made less than \$2,000 in earnings in a year, any EI premiums that they would have paid would be reimbursed)

Other criteria may apply.

Community Delivery Partners[Community Connections Inc.](#)

Community Connections Inc. is a non-profit organization that provides a range of employment, residential, and support services to adult persons with disabilities with an emphasis on persons with intellectual disabilities. Their employment services include.

[Community Inclusions LTD](#)

A non-profit organization in West Prince that provides support to adults aged (18-65) with intellectual disabilities. Services range from residential, employment, supportive, recreational.

[Inclusion East](#)

The Employment Opportunities Program provides individuals with an intellectual disability assistance to find and maintain employment in the Kings County area. Their staff support job seeking clients by contacting employers to find job opportunities, helping develop life skills and employment development skills, and preparing individuals for employment in the community. They also support employers through initial job coaching and ongoing follow-up with both employee and employer.

[Stars for Life](#)

This is a non-profit organization that is trying to destroy the stigma around autism as they believe autism is not a burden. The organization prides themselves on developing Autistic adult's skills and knowledge.

This organization offers job coaching, employment related workshops, funding referrals and in May 2021 they will start offering a new program called Atlantic autism supports and employment network.

[PEI Council of People with Disabilities](#)

The PEI Council of People with Disabilities' Employment Counselling and Services Program provided assistance, support, instruction and referral for persons with disabilities to find and retain employment and/or access training & educational opportunities. More details if possible about what the program does. Autistic people are eligible for this program if.... Their programs include:

[Work Abilities Program](#)

Abilities@Work supports people with different abilities and PEI employers through a wage subsidy program. The program also provides support to employers who hire employees that may require additional training time or accommodation. It includes added features like job coaching, retention services and other employment services are available to organizations that participate in Abilities@Work.

[Employment Counseling and Services Program](#)

Since 1982, the Employment Counselling and Services Program has provided assistance, support, instruction and referral for persons with disabilities to find and retain employment and/or access training & educational opportunities. They encourage and assist employers to hire qualified persons with disabilities. They also conduct public awareness sessions about employment of persons with disabilities including appropriate language, etiquette, human rights, accommodation & employment equity.

[PEI Association for Community Living](#)

The Prince Edward Island Association for Community Living (PEIACL) is a family-based association empowering people with intellectual disabilities and their families to lead the way in advancing inclusion in their own lives and in their communities. They do this by sharing information, fostering leadership for inclusion, facilitating networking, connecting people and opportunities and promoting rights and values in keeping with the United Nations Convention on the Rights of Persons with Disabilities (UNCPRD).

Government of Québec

Employment Programs for Autistic People

Action Program (Programme d'aide et d'accompagnement social – Action)

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

General program (last updated: 2020)

By applying to the Action Program, participants can learn, develop their skills, and prepare for a program that supports employment (this is a mandatory step for further employment support). The program offers coaching to develop individualized goals at the participant's pace. It gives the opportunity to the applicant to learn via activities in community organizations on subjects such as learning about yourself, learning your rights, recognizing stress and how to address it, learning how to realize certain tasks in a learning context, as well as via activities such as reading, writing, mathematics, and using a computer. The program includes financial aid of \$130 a month in addition to EI as well as reimbursement for transportation and childcare. Participants must commit 20 hours a week to the program (possibility of gradual integration to the 20 hours).

Ce programme offre un accompagnement et des activités variées dans un contexte d'apprentissage. Cette étape est obligatoire pour participer à un programme d'aide à l'emploi. Vous aurez l'occasion d'apprendre et de vous développer grâce à des activités variées dans un contexte d'apprentissage. Différents thèmes sont abordés lors des activités, tels que les relations interpersonnelles; la résolution de conflit; l'organisation de sa vie personnelle; la planification budgétaire; les habitudes de vie. Le programme est de 20 heures par semaine, avec une possibilité d'entrée progressive. La participation au programme peut se faire sur plusieurs années. Vous pourriez aussi recevoir une aide financière vous donnant droit à une allocation de 130 \$ par mois, qui s'ajoute à l'aide financière versée dans le cadre du Programme d'aide sociale ou du Programme de solidarité sociale; et au remboursement des frais de transport ou de garde (si cela est applicable à votre situation).

Eligibility

If you receive social assistance, you can apply to the program by communicating with your [local employment centre \(CLE\) or Services Québec office](#).

Si vous êtes prestataire du Programme d'aide sociale ou du Programme de solidarité sociale, vous pouvez vous inscrire à ce programme en communiquant avec votre [centre local d'emploi \(CLE\) ou avec votre Bureau de Services Québec](#).

Employment Assistance Services (Programme Services d'aide à l'emploi)

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

General program (last updated: 2020)

The Services d'aide à l'emploi program helps individuals search for employment by offering support in your job search. The program includes information sessions about the labour market, career and

employment counseling, as well as job/placement seeking activities. At the beginning of the program, a worker will help you determine your goals and create a plan that meets your needs. This program is offered by local community delivery partners and generally last less than 180 hours.

Le programme Services d'aide à l'emploi vous permet d'assister à des séances d'information sur le marché du travail; de recevoir des conseils d'orientation et de choix de carrière; et de participer à des activités d'aide à la recherche d'emploi et à des activités d'aide au placement. Une agente ou un agent d'aide à l'emploi vous aidera à évaluer vos objectifs d'emploi pour choisir ce qui répond le mieux à vos besoins. Les activités peuvent être offertes par un centre local d'emploi (CLE) ou par des partenaires d'Emploi-Québec; elles sont généralement de courte durée, c'est-à-dire de moins de 180 heures.

Eligibility

If you are receiving employment insurance benefits or social assistance, or you are unemployed and not receiving any public income support (even if you are already employed or in school), you can apply by communicating with a [job integration organization](#) (French only) or your [local employment centre \(CLE\) or Services Québec office](#).

Si vous recevez de l'assurance-emploi, de l'aide sociale, êtes sans emploi et n'avez pas de soutien public ou de revenu, ou avez besoin d'un service d'aide à l'emploi (même si vous avez déjà un emploi ou êtes aux études), vous pouvez appliquer en communiquant avec un [organisme spécialisé en employabilité](#) ou votre [centre local d'emploi \(CLE\) ou bureau de Services Québec](#).

[Job Readiness Measure \(Programme Préparation à l'emploi\)](#)

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

General program (last updated: 2020)

This program is tailored to individuals who do not know where to start when looking for a job or are not sure what job is best for them. It helps you identify your personal goals and activities on how to achieve them with career counseling, information sessions about the labour market, internships and job shadowing, support with your job search, and skill development training tailored to your goals. The program asks for 20 hours a week commitment.

Vous voulez obtenir un emploi, mais vous ne savez pas comment vous y prendre, ni quel emploi vous convient? Le programme Projet de préparation à l'emploi vous permet de faire la liste de vos objectifs personnels et des activités qui vous aideront à les atteindre, comme de l'orientation professionnelle; des séances d'information sur le marché du travail; de l'aide à la recherche d'emploi; des stages en entreprise; de la formation pour vous aider à occuper un emploi. Le programme demande de consacrer 20 heures et plus par semaine de votre temps.

Eligibility

If you are unemployed or are having trouble finding a job, or you are able to show that you need help in developing personal skills and holding a job, you can communicate with your [local employment centre \(CLE\) or Services Québec office](#).

Si vous êtes sans emploi ou éprouver des difficultés à intégrer un emploi, ou si vous démontrez que vous avez besoin d'aide pour acquérir des compétences personnelles et pour occuper un emploi de manière

durable, vous pouvez communiquer avec votre [centre local d'emploi \(CLE\) ou bureau de Services Québec](#).

[Wage Subsidy Program \(Programme Subvention salariale\)](#)

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

General program (last updated: 2020)

This program includes a wage subsidy to encourage employers to offer you a job as well as support to help you integrate in your new workplace. Before finding an employment, contact your local community delivery partner/employment agency (see below under Eligibility). Once you find employment, your agency will coordinate with your employer.

Ce programme comprend une subvention salariale pour encourager les employeurs à vous offrir un emploi ainsi qu'un soutien pour vous aider à vous intégrer dans votre nouveau milieu de travail. Avant de trouver un emploi, contactez votre partenaire local de prestation de services/agence pour l'emploi (voir ci-dessous sous Admissibilité). Une fois que vous avez trouvé un emploi, votre agence va contacter votre employeur.

Eligibility

If you are unemployed and have difficulty integrating into the working world, apply by contacting your [local employment centre \(CLE\) or Services Québec office](#).

Si vous êtes au chômage et avez des difficultés à vous intégrer dans le monde du travail, postulez en communiquant avec votre [centre local d'emploi \(CLE\) ou votre bureau de Services Québec](#).

[Work-readiness skills program for people with disabilities \(Programme de développement à l'employabilité à l'intention des personnes handicapées – PDEIPH\)](#)

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

Disability-specific program (last updated: 2019)

The goal of this program is to integrate as many people as possible into the labour market. It is an output of the *Plan d'embauche du gouvernement du Québec pour les personnes handicapées*, adopted for the right to integration of people with disabilities in school, work, and social settings. The program provides paid 1-year employment in the province's public service to promote the learning and obtention of professional knowledge and skills. The program provides participants who succeeded the program with qualification and adds the participant's name to a bank of candidates for public service employment in Québec.

Le Programme offre aux personnes handicapées la possibilité d'occuper, dans la fonction publique du Québec, un emploi rémunéré, pour acquérir des connaissances et des habiletés professionnelles. Il s'agit d'emplois occasionnels de 12 mois. Au terme de son contrat, la personne qui aura démontré un rendement satisfaisant sera invitée à participer à un processus de qualification réservé. Si elle réussit les examens, son nom sera inscrit dans une banque de noms de personnes qualifiées, qui lui permettra,

possiblement, d'obtenir un emploi ou occasionnel dans la fonction publique, de la même classe que l'emploi occupé lors de sa participation au Programme.

Eligibility

To apply, contact your local [Supported Employment Service](#) for an assessment to see if you are eligible for the program.

Pour participer, contactez votre [membre ROSEPH local](#) pour une évaluation afin de voir si vous êtes éligible au programme.

Employment Programs for Employers

[Employment Integration Contract \(Contrat d'intégration au travail for persons with disabilities\)](#)

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

Disability-specific program (last updated: 2020)

The Contrat d'intégration au travail (CIT) facilitates the hiring and retention of a disabled person in a standard workplace. More generally, it promotes equal access to the labor market for people with disabilities. The measure grants financial assistance to the employer of a disabled person for the accommodations required by their functional disabilities and aimed at facilitating and maintaining their integration into work. The employer must provide the support required by the person and collaborate in monitoring his file.

La mesure Contrat d'intégration au travail facilite l'embauche et le maintien d'une personne handicapée dans un milieu de travail standard. De façon plus générale, elle favorise l'égalité d'accès au marché du travail pour les personnes handicapées. La mesure accorde une aide financière à l'employeur d'une personne handicapée pour les accommodements que requièrent ses incapacités fonctionnelles et qui visent à faciliter son intégration au travail et à l'y maintenir. L'employeur doit offrir l'encadrement requis par la personne et collaborer au suivi de son dossier.

Eligibility

Employers of people as well as Autistic employees with a medical document from a doctor that proves the disability. To apply, communicate with le centre d'assistance au placement at 1 866 640-3059.

Les employeurs de personnes ainsi que salariés autistes munis d'un document médical d'un médecin prouvant le handicap peuvent postuler en communiquant avec le centre d'assistance au placement au 1 866 640-3059.

[Programme Formation de la main d'œuvre](#)

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

General program, French information only (last updated: 2020)

Would some of your staff benefit from training to do their jobs properly and keep their jobs? The *Formation de la main d'œuvre* program for businesses aims to support skills development for people who are at risk of losing their jobs. This program could also help you keep the expertise in place in your business. You could receive technical assistance to identify your training needs; carry out your training plan; and evaluate the effectiveness of the training received.

Certains membres de votre personnel gagneraient à suivre une formation afin d'accomplir correctement leur travail et de conserver leur emploi? La mesure de formation de la main-d'œuvre à l'intention des entreprises vise à soutenir le développement des compétences des personnes qui risquent de perdre leur emploi. Ce programme pourrait aussi vous aider à maintenir les expertises en place dans votre entreprise. Vous pourriez obtenir une aide technique ou financière pour définir vos besoins de formation; réaliser votre projet de formation; évaluer l'efficacité de la formation reçue.

Eligibility

Employers can apply by communicating with their [local employment centre \(CLE\) or Services Québec office](#).

Les employeurs peuvent participer en communiquant avec leur [centre local d'emploi \(CLE\) ou leur bureau de Services Québec](#).

[Wage Subsidy Program \(Programme de subventions aux entreprises adaptées\)](#)

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

Disability-specific program (last updated: 2020)

Thanks to the Wage Subsidy Program for Adapted Enterprises, businesses recognized by Emploi-Québec offer jobs to disabled people who have significant disabilities or have challenges adapting to a standard workplace. The hiring of people with disabilities who cannot work in a standard environment obliges adapted companies to incur additional expenses which they cannot recover by the sale of their products and services. Emploi-Québec's overall contribution enables these businesses to provide jobs for people with disabilities and to provide the adaptation measures their disabilities require. The jobs offered in adapted companies do not generally require a diploma or relevant experience. They have a variable duration and can even be offered on a long-term basis.

Grâce au Programme de subventions aux entreprises adaptées, des entreprises reconnues par Emploi-Québec offrent des emplois à des personnes handicapées qui ont des incapacités importantes ou des difficultés majeures d'adaptation à un milieu de travail standard. L'embauche de personnes handicapées ne pouvant travailler dans un milieu standard oblige les entreprises adaptées à des dépenses supplémentaires qu'elles ne peuvent récupérer par la vente de leurs produits et services. La contribution globale d'Emploi-Québec permet à ces entreprises d'assurer des emplois aux personnes handicapées et d'apporter les mesures d'adaptation que requièrent leurs incapacités. Les emplois offerts en entreprise adaptée ne demandent généralement pas de diplôme ou d'expérience pertinente. Ils ont une durée variable et peuvent même être offerts à long terme.

Eligibility

Non-profit employers or employers that hire a minimum of 60% of people with disabilities at all times. To apply, communicate with la Direction régionale d'Emploi-Québec du Centre-du-Québec at 1 877 343-0971 ext. 239.

Les organismes à but non lucratif ou les coopératives qui emploient en tout temps au moins 60 % de personnes handicapées peuvent appliquer en communiquant avec la Direction régionale d'Emploi-Québec du Centre-du-Québec au 1 877 343-0971 ext. 239.

Employment Programs for Service Providers

Regroupement des organismes spécialisés pour l'emploi des personnes handicapées

From the Ministère du Travail, de l'Emploi et de la Solidarité sociale (Emploi-Québec)

Disability-specific program (last updated: 2020)

Members of Regroupement des organismes spécialisés pour l'emploi des personnes handicapées (ROSEPH) are independent organizations that are funded by Emploi-Québec to work in collaboration with local government employment centres (*Centre locaux d'emploi*) across the province. They work in collaboration and in partnership with other resources in their respective communities.

Les membres du ROSEPH sont tous des organismes indépendants financés par Services Québec qui travaillent en étroite collaboration avec les Centres locaux d'emploi. Ils sont bien implantés dans leurs milieux respectifs et oeuvrent en partenariat et en complémentarité avec les autres ressources de leur communauté.

Eligibility

Community organizations can learn more about ROSEPH at <http://roseph.ca/english/> and can access the application for funding by contacting <http://roseph.ca/nous-joindre/>.

Les organismes communautaires peuvent en apprendre davantage sur ROSEPH à <http://roseph.ca/> et peuvent accéder à la demande de financement en communiquant avec <http://roseph.ca/nous-joindre/>.

Community Delivery Partners

A full list of Québec community delivery partners of employment supports to people with disabilities, including those who are Autistic and their employers, can be found on the [ROSEPH web page](#). Specialized employment agencies (not specific to disabilities) can be found and filtered by region [here](#).

Une liste complète des partenaires québécois de prestation de services communautaires de soutien à l'emploi aux personnes handicapées, y compris les personnes autistes et leurs employeurs, se trouve sur la [page Web de ROSEPH](#). Les agences d'emploi spécialisées (non spécifiques au handicap) peuvent être trouvées et filtrées par région [ici](#).

Auticonsult

Auticonsult hires exclusively IT professionals as Information Technology (IT) consultants that work on different contracts that they have with customers. They also do job coaching for such autistic IT consultants hired directly by employers.

Auticonsult embauche exclusivement des professionnels de l'informatique en tant que consultants en technologies de l'information (TI) qui travaillent sur différents contrats qu'ils ont avec les clients. Ils font également du coaching professionnel pour ces consultants informatiques autistes embauchés directement par les employeurs.

Orientation Travail

Since 1980 in the Eastern Townships, Orientation Travail has offered diversified and personalized support, employment assistance and career transition services to people and organizations to rethink and give meaning to their career. Orientation Travail provides support in situations where an individual needs help to facilitate their career path. From questioning their future to their integration and retention, including a job search process with appropriate tools, their advisers are there to help job seekers. In parallel, employers are aware that the success of their business depends on deploying the full potential of each of their employees, particularly in a context of labor scarcity. Orientation Travail supports them both in terms of maintaining and integrating employees with specific needs. They provide them with expertise and tools to optimize employee development within their organization.

Depuis 1980, Orientation Travail offre aux personnes et aux organisations des services diversifiés et personnalisés d'accompagnement, d'aide à l'emploi et de transition de carrière, pour repenser et donner un sens à leur parcours. L'organisation intervient en soutien dans les situations où un individu a besoin d'aide pour faciliter son cheminement en emploi. Du questionnement sur son avenir jusqu'à son intégration et son maintien en emploi, en passant par un processus de recherche d'emploi avec des outils adaptés, leurs conseillers sont là pour aider les chercheurs d'emploi. Parallèlement, les employeurs sont conscients que le succès de leur entreprise repose sur le déploiement du plein potentiel de chacun de leurs employés, particulièrement dans un contexte de rareté de main d'œuvre. Orientation Travail les accompagne tant sur le plan du maintien et de l'intégration des employés ayant des besoins spécifiques. L'organisation met à leur disposition expertise et outils pour optimiser le cheminement de l'employé au sein de leur organisation.

L'ÉTAPE

L'ÉTAPE is a non-profit organization present in Montreal and Laval that offers free employability support services for people with disabilities. Their services are offered in French and English. For people who are deaf or hard of hearing, they communicate in sign language (LSQ / ASL) and oral technique. Their professional integration services encompass the whole process of employability of people with disabilities to ultimately help them find employment. Their job counsellors offer services that are essentially focused on the individual needs of people with disabilities, in a context of job search. This evaluation process ensures that their counsellors have all the information needed to effectively help people in their job search. In summary, L'ÉTAPE offers full professional integration services to assist people with disabilities in their job search.

L'ÉTAPE est un organisme à but non lucratif présent à Montréal et à Laval qui offre des services gratuits d'accompagnement en employabilité pour les personnes en situation de handicap. Leurs services sont

offerts en français et en anglais. Pour les personnes sourdes ou malentendantes, ils communiquent en langue des signes (LSQ/ASL) et technique oraliste. Leurs services d'intégration englobent tout le processus favorisant le développement de l'employabilité des personnes en situation de handicap et ultimement, l'obtention d'un emploi. Leurs services qu'offrent leurs conseillers en emploi sont centrés essentiellement sur les besoins individuels de la personne handicapée dans un contexte de recherche d'emploi. L'ÉTAPE offre un service d'aide à l'emploi aux personnes handicapées, qui couvre toutes les étapes de leur démarche d'intégration professionnelle.

Government of Saskatchewan

Employment Programs for Autistic People

[Community Living Service Delivery](#)

From the Ministry of Social Services

Disability-specific program (last updated: 2021)

Community Living Service Delivery (CLSD) works with people with intellectual disabilities and helps them access a variety of community-based services. The day programs support people to participate in work and leisure activities and develop life skills. Programs include job training, supported employment opportunities, life skills development, socialization, and recreation. There is also self-directed funding provided directly to adults with intellectual disabilities so they can have increased choice over the supports and services that best suit their needs.

Eligibility

To be eligible for CLSD, you must be an individual with intellectual disabilities, diagnosed by a psychologist or specialist.

[Job Training](#)

From the SaskJobs – Career Services

General program (last updated: 2021)

This program provides aid to identify employment programs to improve your skills, connect you with community service providers and educational institutions, determine your eligibility for financial assistance. Assistance with job searching includes help with building resumes and cover letters, as well as interview preparation.

Eligibility

No stated eligibility.

[Saskatchewan Assured Income for Disability program](#)

From the Ministry of Social Services

Disability-specific program (last updated: 2021)

Saskatchewan Assured Income For Disability (SAID) benefits include three components: the living income (a fixed amount of monthly income that allows beneficiaries the opportunity to make decisions and have more control over how to spend their income), the disability income (designed to help with costs related to the impact of disability), the exceptional need income (helps individuals with special circumstances

like clothing recommended by a health professional, special food items, costs associated with service animals). This program is geared towards individuals over the age of 21 with all disabilities, including Autism.

Eligibility

Any person who needs financial help can apply for income support. You may be eligible if the following apply to you (and your spouse/partner, if you have one):

- You are 18 years or older;
- You have no income or low income; and
- You have explored every other reasonable way to support yourself, including employment, seeking child support, etc.

[Workforce Development for People with Disabilities](#)

From the Labour Market Services

Disability-specific program (last updated: 2021)

The Workforce Development for People with Disabilities (WFD-PD) program provides funding that helps each person prepare for, find and keep a job. The program is designed to provide people with disabilities with the supports and skills required for participation in the labour force, remove barriers that people with disabilities face in obtaining employment, and assist employers in including people with disabilities in their workforce.

Eligibility

Residents of Saskatchewan 16 and over who, because of a disability, will require extraordinary supports to prepare for, obtain or maintain employment.

[Employment Programs for Employers](#)

[Canada-Saskatchewan Job Grant](#)

From the Canada-Saskatchewan Job Grant (CSJG) office

General program (last updated: 2021)

The Canada-Saskatchewan Job Grant is an employer-driven program that: helps businesses and non-profit organizations train new or existing employees for available jobs; and provides more opportunities for unemployed and underemployed workers to receive training. Employers can choose the training program and mode of delivery that will meet their needs, select their trainees, and employ the trainee at the end of training.

Eligibility

No stated eligibility.

[Workforce Development for People with Disabilities](#)

From the Labour Market Services

Disability-specific program (last updated: 2021)

The Workforce Development for People with Disabilities (WFD-PD) program provides funding that helps each person prepare for, find and keep a job. The program is designed to provide people with disabilities with the supports and skills required for participation in the labour force, remove barriers that people with disabilities face in obtaining employment, and assist employers in including people with disabilities in their workforce.

Eligibility

Residents of Saskatchewan 16 and over who, because of a disability, will require extraordinary supports to prepare for, obtain or maintain employment.

Employment Programs for Service Providers

[Workforce Development for People with Disabilities](#)

From the Labour Market Services

Disability-specific program (last updated: 2021)

The Workforce Development for People with Disabilities (WFD-PD) program provides funding that helps each person prepare for, find and keep a job. The program is designed to provide people with disabilities with the supports and skills required for participation in the labour force, remove barriers that people with disabilities face in obtaining employment, and assist employers in including people with disabilities in their workforce.

Eligibility

Residents of Saskatchewan 16 and over who, because of a disability, will require extraordinary supports to prepare for, obtain or maintain employment.

Community Delivery Partners

[Autism Resource Centre](#)

The Autism Resource Centre (ARC) is a non-profit organization that aims to meet the evolving needs of young people with autism. It is our goal to help empower those on the autism spectrum so they can realize their potential, achieve independence and fully engage with their community.

[Autism at Work](#)

The Practical Assessment Exploration System (PAES®) employment assessment program at ARC helps people with autism find fulfilling and enriching employment. This 11-week program allows adults with autism to try realistic, entry-level jobs they may never have attempted before. The assessments assist in growing hands-on skills and self-confidence.

[SaskAbilities](#)

SaskAbilities is a registered charity and operates under the authority of the Non-profit Corporations Act, 1995, of Saskatchewan. Funded by the provincial government, they are dedicated to providing programs and services to people experiencing disability in Saskatchewan. They have branches located in Regina, Saskatoon, Swift Current and Yorkton, with five Partners in Employment offices located in Moose Jaw, Regina, Saskatoon, Swift Current and Yorkton. Their employment services include:

[Partners in Employment](#)

Partners in Employment is a division of SaskAbilities that works directly with employers and individuals with hidden or visible disabilities to create successful job opportunities. Funded through the Labour Market Services and the Canadian Federal government Opportunities fund, they have several employment programs listed below that fall under this division.

[New Opportunities for Work \(NOW\) - Regina](#)

The NOW Program assists individuals experiencing barriers to employment find and maintain employment in the community. With skills training and work placement experience, the goal is to support participants experiencing barriers to finding and maintaining employment in preparing for competitive, community-based employment.

[Employment Works - Saskatoon](#)

EmploymentWorks is a pre-employment training program funded by Autism Speaks Canada and Sinneave Family Foundation, designed for those who identify on the autism spectrum or for individuals experiencing disability. This program provides skills training and community experience to individuals with autism or experiencing disability. Participants can also be referred to a job developer once they are ready for work. Eligibility for this program is via self-identification, up to 66 years of age.

[Youth Employment Program - Swift Current](#)

The Youth Employment Program aims to support youth aged 15 to 30 as they prepare to enter the workforce, many for the first time. Participants meet once a week in a classroom setting to learn pre-employment skills like resume building, interview skills, appropriate dress and interpersonal communication skills. They also tour various businesses to explore areas of their interest and make connections with employers.

[Work Experience](#)

Work experience is a 6-month program involving three to four placements in the community for individuals with little or no prior work experience. Their goal is to provide individuals with

valuable hands-on experience in a real work environment and build relationships in the business community.

[Inclusion Saskatchewan](#)

Inclusion Canada's mission is to ensure that citizens of Saskatchewan who have intellectual disabilities are valued, supported and included members of society and have opportunities and choices in all aspects of life. Their offices can be found in Saskatoon, Regina, Moose Jaw, and Prince Albert. Employment services at Inclusion Saskatchewan include:

[Employment and Transitions](#)

Inclusion Saskatchewan's Employment and Transition Facilitators (ETFs) help individuals with intellectual disabilities find community employment, support for post-secondary education, and to make the transition from student to adult life. Funded by Saskatchewan's Ministry of Economy, the ETFs travel to schools and communities throughout the province building positive working relationships with families, schools, employers, and other community-based organizations.

[RWA Supports](#)

RWA works with employers to create employment opportunities for individuals with intellectual disabilities or ASD by connecting RWA Labour Market Facilitators with employers. They also support individuals with disabilities who are interested in opening their own business or want to pursue a post-secondary education that will better equip them for the workforce.

Government of Yukon

Employment Programs for Autistic People

[Head Start](#)

From Employment Training Services

General employment resource (Last Updated: 2021)

Head Start is an employment and training program for people on social assistance. The program will match you with employment or training that suits your goals, skills and interests, including training or employment opportunities in the community and within the Yukon government. The program assists you in developing and enhancing new skills and learning opportunities, while also meeting the workforce needs of the employer.

[Eligibility](#)

You must be receiving social assistance.

[Working Up](#)

From the Department of Education

Disability-specific program (last updated: 2019)

This program matches you with a case manager who will ask for your story, to then turn your story into one or more work or learning goals: increase your skills, receive workplace or learning supports, and/or explore or develop your own businesses. Depending on the action, you may receive funding to improve literacy and essential skills, increase your workplace skills and experience (including apprenticeship), get workplace or learning support, and/or explore options for self-employment. You may also join training programs that can be delivered in a variety of ways, including via formal, in-person courses, full- or part-time; online or distance learning; non-certificate workshops or short courses; and mentorship.

The program also offers work placement or on-the-job training, which may help you with your training goals in one of three categories: (1) increasing foundational skills such as literacy, numeracy or other essential skills that you need prior to further training; (2) increasing skills required by employers to perform specific jobs; and (3) apprentice training, specific certification for tradespersons (for example, carpenter, hairdresser, electrician).

This program will cover direct costs for activities such as tuition for formal training, course related costs, fees all while providing support for personal fees such as living support, travel expenses and disability related support.

[Eligibility](#)

You must be:

- 16 years or older
- Out of the public school system

Employment Programs for Employers

[Employment Central](#)

From The Government of Yukon

General employment resource (last updated: 2021)

This program looks to promote self-sufficiency to clients to help aid in getting them to work as quickly as possible. This program helps employers by providing information for programs that provide wage subsidies for eligible employees. The organization will collect resumes while using the internal ready to hire database to refer qualified job seekers as well as using the casual pool of jobs seekers.

Eligibility

You must have a referral from another entity, such as working up.

Employment Programs for Service Providers

No employment programs directed to service providers were identified in this scan of Yukon.

Community Delivery Partners

[Challenge Disability Resource Group](#)

Community Connections Inc. is a non-profit organization that provides a range of employment, residential, and support services to adult persons with disabilities with an emphasis on persons with intellectual disabilities. Their programs include:

[Employment Services](#)

Employment services works with the income support unit, department of Health and Social Services, of Yukon Government to provide support to consumers through three core services: Job Coaching, Employer Supports, and Community Inclusion Support. The program also offers referral for services through Case Management Services with:

- Employment Training Services,
- Skookum Jim Friendship Centre,
- First Nations
- Mental Wellness and Substance Use Services

[EmployAbility Skills Program](#)

The program provides work experience in Wood Shop, Kitchen and Greenhouse job sites, while also offering employment skills training in the classroom. Through work experience they give participants the opportunity to develop on-the-job training during their time in the program. In the classroom they discuss topics such as Communication, Conflict Resolution, Employer Expectations, Time Management, Budgeting, and much more. The program also provides

participants the opportunity for certificate training in FoodSafe, WHMIS, and Emergency First Aid.

[Inclusion Yukon](#)

Inclusion Yukon has created a working relationship with Employment Training Services (ETS). ETS social workers offer client case management and arrange the job placements, while Inclusion Yukon provides employment/job coach support.

