



# Coalition for Persons with Disabilities

## *Employment Services Programs*

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## Employment ACCESS: Full Suite Employment Services

**2011**

### **Pre-Employment and Employment Services**

- ◆ Employment ACCESS is a one-stop employment service for all persons with disabilities wishing to access assistance in preparing for, obtaining and maintaining competitive employment.
- ◆ The goal of Employment ACCESS is to promote the full and meaningful participation of persons with disabilities in today's labour market. EMPACC is committed to providing client-centered services, which assist persons with disabilities in creating individualized solutions to employment barriers.
- ◆ Regions of Peel, Halton, and Dufferin have accessed the services offered by Employment ACCESS since December 1997. During the past year, over 420 people were successful in obtaining employment opportunities.
- ◆ According to Stats Canada, approximately 1.5 million people in Ontario live with a disability today – more than 14 per cent of Ontario's population. One out of every 6 Canadians – 4.2 million people – experience some form of disability.
- ◆ Statistics Canada (2001) reports there were 815,930 working age Ontarians with disabilities. Only 41.2 per cent of persons with disabilities were employed, while 74.3 per cent of persons without disabilities had employment.
- ◆ According to the 2001 Statistics Canada Participation and Activity Limitation Survey (PALS):
  - ✓ 90 per cent of persons with disabilities did as well or better at their jobs than non-disabled co-workers
  - ✓ 86 per cent rated average or better in attendance
  - ✓ Staff retention was 72 per cent higher among persons with disabilities
  - ✓ An individual with a disability is a person who has barriers in learning, mobility, agility, intellectual, hearing, mental health, motor skills, speaking and visual.
- ◆ Employment ACCESS works with many individuals with cross disabilities and stabilized chronic illnesses.
- ◆ Employment ACCESS uses a holistic approach that involves a broad range of stakeholders which includes community-based agencies; governments, Service Canada, Employment Ontario (Ministry of Training, Colleges and Universities) and employers.

- ◆ Employment ACCESS offices are located in Mississauga and Brampton. Employment Counselors travel throughout the regions of Halton, Peel and Dufferin to meet participants in their community
- ◆ Discover Your Personal Power Workshop, (DYPP) – is the entry point to Employment ACCESS for all hearing clients. It is a 2-day workshop where participants discover how their minds work, how their beliefs are formed and how their beliefs impact their lives.
- ◆ Employment PAH! is the entry point for the Deaf and Hard of Hearing community who are fluent in America Sign Language (ASL). They learn fundamental employability skills. Guided by two ASL facilitators, participants delve into the differences between Deaf and hearing cultures, develop self-marketing materials and promote problem-solving skills and interactive strategies for the workplace.

## **Professional Employment Counselors provide:**

### **Employment Counseling**

- ❖ Identify strengths, needs and employment barriers
- ❖ Identify solutions to barriers
- ❖ Establish a personalized return to work action plan
- ❖ Set realistic career goals
- ❖ Pre-employment preparation
- ❖ Develop a strong resume and marketing materials
- ❖ Prepare skills development training forms, such as Second Career Applications (MTCU) and Skills for Employment (Service Canada Opportunities Fund)

### **Job Search**

- ❖ Create and implement job search plans
- ❖ Teach appropriate work behaviours and interpersonal skills
- ❖ Market clients to potential employers through various initiatives
- ❖ Access to hiring incentives, such as Targeted Wage Subsidy
- ❖ Provide job coaching
- ❖ Conduct a worksite assessment to determine if accommodations are required
- ❖ Job development
- ❖ Post-hiring support for one year
- ❖ Access to accommodations, assistive devices and supports



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