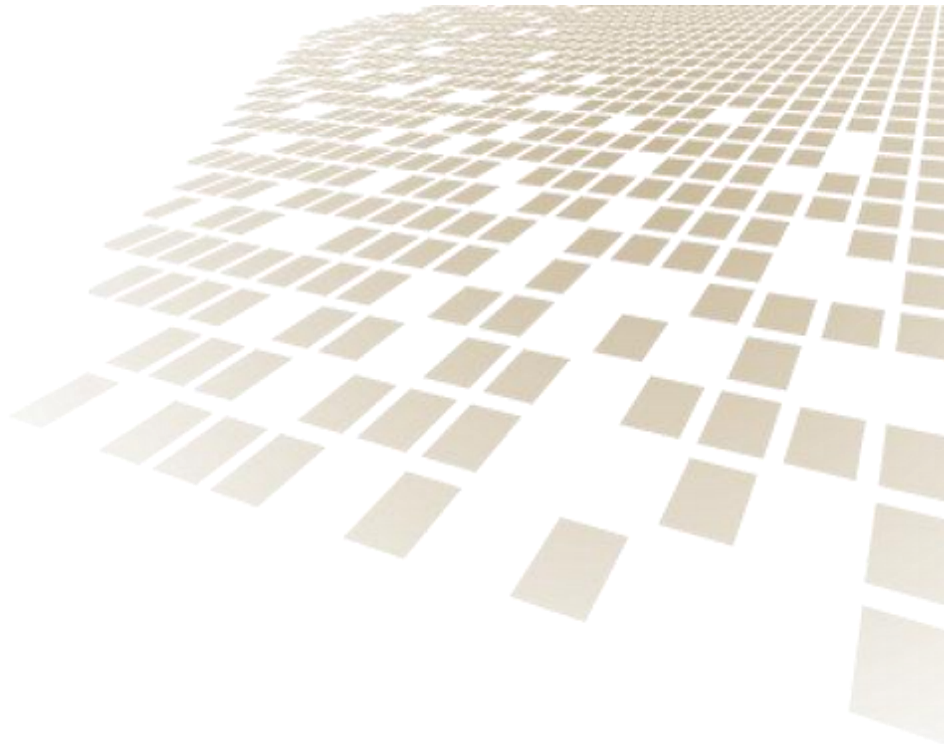

Development of web resources to promote the use of mobile technologies in vocational training for adolescents with learning disabilities: Ontario team.

Développement de ressources Web pour favoriser l'utilisation de technologies mobiles lors de l'insertion professionnelle d'adolescents avec troubles d'apprentissage : équipe Ontario.



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INTRODUCTION

For several years, the Principal Investigator's team has been conducting research projects on the use of digital technologies to support the integration of students with learning disabilities into the labour market. In 2016-2017, the team conducted an action research project with students and teachers who supervise work placements in the *Work-Oriented Training Path (Parcours de formation axée sur l'emploi, PFAE)*, in collaboration with the *Pointe-de-l'Île school board (la commission scolaire de la Pointe-de-l'Île, CSPI)*. The PFAE is a work-study program offered in schools in all Quebec regions to students aged 15 and over who are experiencing difficulties at school.

The objective of this action-research project was to propose an approach for using mobile technologies to support the skills development and professional integration of students during traineeships, taking into account the specific context of learning in a real work environment. This approach is based on the work activity analysis as developed in ergonomics. It begins with an assessment of the student's needs at the workplace, i.e. the identification of work situations that might be challenging for student's learning or professional integration in the workplace. To do so, the teacher must see:

- a significant gap between the *task* (what is asked to do) and what the student is able to do in function of the workplace conditions and his or her own capability (called the *actual work activity*)
- some negative impacts for the health or the performance of the student.

These challenges depend not only on the student's abilities, but also on the work setting, that is, the specific expectations and requirements of the placement environment, the means and conditions offered, and the social environment at work. It also depends on the school setting, in particular the teachers' interpretation of the competency framework expected by the Ministry of Education for semi-skilled trades.

Next, the approach proposes to identify the best resources to be provided to the trainee, which may correspond to personal assistance, a workstation layout and/or an intervention involving the use of mobile technologies. If an intervention involving technology appears to be the most appropriate means, the teacher plans and implements it, and finally assesses its added value.

PROJECT OBJECTIVES

The purpose of this project was to design a tool that would showcase the previously developed approach so that it could be used by PFAE teachers, their students, and the employers who host them during internships. The tool was to consist of two websites:

- a website explaining the approach to using mobile technologies to support student success in the placement;
- a directory of technology applications. This directory had already been developed during the action research project described above.

Once the tool was developed, the project's objective was to assess its potential for adaptation to employability development contexts in Ontario, similar to that of the PFAE.

The two components of this project were conducted in parallel by two research teams under the coordination of the principal investigator:

- a team in Quebec led by the principal researcher, in charge of designing and testing the tool, and more specifically the website presenting the approach;
- a team in Ontario, jointly led by Sandra Moll and Arif Jetha, in charge of analyzing the opportunities for implementing the tool in the province.

This document mainly presents the Ontario component of the project. A separate document is available that describes the Quebec component.

TEAM QUEBEC – TRANSLATION OF THE TOOL INTO ENGLISH

1. Methodology

The content of the website « Favoriser l’insertion professionnelle avec la technologie mobile » has been translated into English. This led to the creation of a second website on the CSPI portal, entitled: "Promote professional integration with mobile technology".

However, as the budget allocated for translation was rather limited, it was decided not to translate the website listing the technological applications (<http://cspi.qc.ca/apps>). Nevertheless, the negative consequences of this choice are limited because:

- the names of several applications listed are in English;
- each application is represented by an icon that provides information on its main features;
- several tutorials for using the applications are in English.

2. Results

The English site "Promote professional integration with mobile technology" is a copy of the French site presenting the approach. It can be accessed at the following link:

<http://cspi.qc.ca/sites/ticuserguide/>. Please contact Marie Laberge at marie.laberge@umontreal.ca if you would like to access it.

ONTARIO TEAM – OPPORTUNITY EVALUATION FOR EMPLOYMENT SERVICES IN ONTARIO

The objective of the second part of the project was to assess whether the tools and approach, initially developed in Quebec, could be adapted for use within the employment and development sectors in Ontario. To do so, the Ontario team conducted an environmental scan and a consultation among employment and education stakeholders involved with developing the employability of young people with disabilities or learning difficulties.

ENVIRONMENTAL SCAN IN ONTARIO

1. Methods

An environmental scan of programs similar to the Quebec-based *Work-oriented Training Path (WOTP)* was conducted in Ontario. The objective was to identify programs and stakeholders involved in the employment development of people with learning difficulties or other disabilities. Among these programmes and organizations, those aimed at young people and offering preparation for employment through work placements were selected. Environmental scan specific objectives were to:

1. Map the funding structure for employment services in Ontario and document how youth with disabilities access these services
2. Identify employment agencies that offer services specific to youth with disabilities
3. Gather contact information for the identified agencies

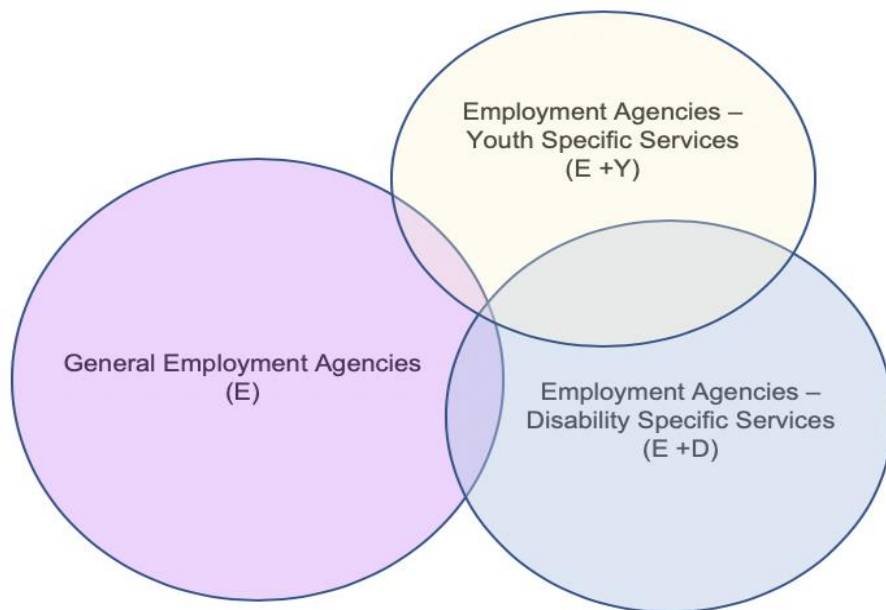
2. Findings

In Ontario, there is no single entry point into the labour market for youth with disabilities who wish to access employment supports. This could lead to confusion and lack of coordination across services. Federal government funding is primarily provided through grants that organizations can apply for. Successful recipients of these grants are organizations who provide services consistent with the goals of government initiatives (i.e. Youth Employment Strategy). Most employment services in Ontario are funded through a range of provincial ministries:

- The Ministry of Training, Colleges, and Universities (MTCU) runs Employment Ontario (EO) - most employment services are funded through EO.
- The Ministry of Education funds employment experiences through cooperative education programs at secondary and post-secondary schools.
- The Ministry of Children, Community and Social Services (MCCSS) fund employment supports offered through the Ontario Disability Support Program and Ontario Works. MCCSS outsources these services from independent employment agencies. The specific agencies vary across geographic regions.
- The Ministry of Labour and the Ministry of Economic Development, Job Creation, and Trade are not directly involved with employment service provision, but these ministries do develop policies and standards that impact the way these services are accessed and utilized.

Disability specific employment services are offered by different organizations. For the most part these organizations provide resources and services to individuals with a specific disease or disorder (e.g. Autism Ontario, Spinal Cord Injury Ontario). Funding sources for these organizations were found to vary significantly; some organizations receive the majority of their funding through the provincial/federal government, while others rely almost entirely on member fees, investment income, and donations.

The diagram below, depicts areas of overlap between services. It can be noted that very few employment agencies offer employment services that specifically target youth or individuals with disabilities. Most of these agencies extend their services to these populations, but services available to them are typically the same services that are available to adults who do not identify as having a disability. Also, disability specific organizations that offer employment supports rarely offer a subset of services specific to youth. Finally, there is more significant overlap in employment agencies that offer both youth and disability-specific employment services. This is largely due to the provincially funded Youth Job Connection (YJC) program which targets youth with “multiple and/or complex barriers to employment”. Youth involved with this program often identify a disability as being their primary barrier to getting/keeping a job, but those who face other barriers, such as homelessness, are also eligible for this program. Programs and organizations identified by the environmental scan are listed on appendix.



FOCUS GROUPS

1. Methods

The environmental scan identified key informants and partners potentially interested by the tool among the following programs and organizations:

- Youth Job Connection (YJC)
- Community Integration through Cooperative Education (CICE)
- Ontario Youth Apprenticeship Program
- Youth The Future, Canadian Council for Rehabilitation and Work (CCRW)
- Career Pathways
- Cooperative Education

Nine stakeholders, involved in vocational training / counselling with young people with disabilities or learning difficulties, participated in the study:

- Employment training program for youth with disabilities (ages 15-30) (3 participants)
- Youth Job Connection Program (1 participant)
- Community Integration through Co-Operative Education (2 participants)
- Secondary School Co-Operative Educator (1 participant)
- School Board representative focusing on disability services and co-operative education (1 participant)
- School Board Community Pathways Program (1 participant)

Eight stakeholders participated at a two-hour focus group at the Institute for Work and Health on October 23, 2019 and one stakeholder was interviewed on a Zoom meeting on October 22, 2019. Notes were taken during both interview and focus group.

The consultation had three primary objectives:

1. To evaluate if the tools and approach are relevant in the Ontario context;
2. To identify needs specific to youth with disabilities or learning difficulties who are accessing employment and developmental services in Ontario;
3. If relevant, to eventually propose adaptations to the approach to better reflect the Ontario context.

2. Results

Challenges placing and keeping students in workplace

For stakeholder participants who were involved in employment service provision, it was often hard to find work placements. Some participants described often having to “beg” employers to hire young people with disabilities. One participant noted that small businesses may be more willing to take on students with disabilities than larger corporation or franchises, as they see this giving back to their community. But for another participant, when minor jobs are provided by an employer out

of empathy or volunteerism, it is unlikely that the placement will lead to meaningful engagement in the workplace and long-term employment participation.

Various reasons were given by participants to explain challenges of finding work for young people with disabilities. First, many stakeholder participants suggested that when compared to those not living with a disability, young workers with disabilities may face barriers to the performance of job tasks. For example, participants reported that certain students with disabilities could work at a slower pace or face limitations to the job skills and may need additional job coaching. But according to participants, employers may not have time to instruct students or offer mentorship. And some participants reported that when an employer has more economic constraints, they may have less time and prefer to hire staff who can multi-task (e.g., one participant described the example of being both cashier and customer service representative). The last challenge pointed by participants is that some of their students may sometimes lack social skills and employers or colleagues might find difficult to communicate directly with them.

When describing their role as employment service providers, stakeholder participants highlighted helping employers understand students and their strengths and opportunities for workplace adaptation. They also indicated discussing work experiences and challenges faced by students with disabilities, and reported the need to perform a task analysis to shape the work around the student. Interestingly, many participants talked about limited time they possessed for employer and student capacity building. For example, one program reported having only 4-6 hours per week to get the student up to speed and teach the sustainable skills needed for success.

Use of technology in work placements

One program within the community described using smart phone photography, timers, checklists, notes, MS Office, calming apps and alarms as tools to build work-related skills. Other participants within school boards admitted that they are not using technology as much as they wanted. They use it to varying extents in the classroom, but little in the workplaces.

Barriers to technology use

According to participants, major barrier to introduce mobile technologies in workplaces is that employers may have a negative perception regarding technology use, especially smartphones. One participant explained that some employers assumed that when young people used their phone, they were logging onto social media. In the community setting, participants reported that digital literacy is sometimes very low and talked about some of their students not being able to do simple tasks including attaching documents to an email, writing an email or using a photocopier. They also indicated that some of their clients are living below the poverty line and don't have cellphones or computers. Other participants have pointed that some of their students may have executive functioning challenges that may limit the ability to use complex mobile applications.

Impressions of resources

When asked about the resources, participants agreed that the approach described on the website was well laid out. One participant really liked the first step of the approach (assessment of in-situ work challenges for the trainee) and thought that could be a very valuable training tool. It could be used to assess challenges at work and as tool for discussion in the teaching environment. Also, participants agreed that the focus on skillsets and tasks vs. disability/behavior/symptoms is a good way to re-frame disability within the workplace. Overall, participants noted that the current format is well-suited for educators. At the same time, participants agreed that the resource could be improved by using fewer words and more pictures and videos. Ultimately, one participant noted that the resource won't make real change, unless people hire young people with disabilities based on job fit.

CONCLUSION AND FUTURE PERSPECTIVES

This two-part project was conducted jointly by two research teams, one in Quebec and one in Ontario. The first component resulted in the design of a tool consisting of two websites. The first site lists technological applications (<http://cspi.qc.ca/apps>) and the second presents an approach to using mobile technologies to support the success of PFAE students during the placement (<http://cspi.qc.ca/sites/guideutilisationontic/>). The second website has been translated into English (<http://cspi.qc.ca/sites/ticuserguide/>). The second component of the project assessed the potential for adapting the tool to employability development contexts in Ontario similar to that of the PFAE. To do so, an environmental scan was conducted and employment and education stakeholders involved in the employability development of youth with disabilities or learning difficulties were consulted.

The evaluation of the two French-language websites by PFAE teachers will be finalized in a few months, which will make it possible to make the necessary adjustments to the French and English sites. Once the final adjustments have been made, the tool can be disseminated in Quebec and Ontario, according to the different strategies that can be discussed with the CRWDP. Thus, training and support could be offered to schools that wish to do so. Finally, other research projects could be proposed to adapt the tool to the different contexts identified in Ontario.

APPENDIX: ENVIRONMENTAL SCAN FINDINGS

Overview Table

Note: The table below is not an exhaustive list of all employment service agencies in the province. It captures a sample of employment service agencies from many different regions across Ontario. Focus was placed on agencies that offered youth or disability specific services. Agencies listed within the list of Youth Job Connect (YJC) Service Providers were not included in this list, as the YJC program is delivered similarly regardless of what agency provides it. Agencies that offer the YJC program that are found within this table were included because they offer other relevant services. Agencies that offer employment services that are specific to youth with disabilities are listed first within the table

Program (Location)	Details	Services Specific To...	Work Placements (Paid/Unpaid)
Youth the Future (Brampton, Scarborough, Oshawa, Montreal, Moncton & Halifax)	<ul style="list-style-type: none"> • https://www.ccrw.org/programs-and-services/youth-the-future/ • 20-week pre-employment skills development program that provides youth with disabilities the pre-employment skills necessary to enter today's workforce. • 6 weeks of classroom learning followed by a 14-week employment experience (minimum 25 hours/week) 	Youth with disabilities (ages 15-30)	Yes (Paid)
JVS Toronto (Toronto, North York, Vaughn, Scarborough, Markham & Etobicoke)	<ul style="list-style-type: none"> • https://www.jvstoronto.org/ • Youth Job Connection Provider • Provincially funded (Employment Ontario) • Offers a mix of general and specialized services to job seekers from all backgrounds and situations, employers from all sectors, and students and educators in primary, secondary and post-secondary education. • Services include: career exploration, job search support, employment recruitment, mentoring, job coaching and retention, as well as psychological, educational and vocational assessments and treatment services delivered across nine locations. • Team of multi-disciplinary professionals is experienced in providing services to children, youth and adults. • Knowledgeable in supporting individuals with disabilities, newcomers to Canada, at-risk youth, and mature workers. 	<p>General population</p> <p>Youth with disabilities (ages 15-29)</p>	<p>General Programs: No</p> <p>YJC: Yes (paid)</p>
Meta Employment Services (Belleville, Mamorac & Whitby)	<ul style="list-style-type: none"> • http://metaemploymentservices.com/ • Youth Job Link Provider • Provincially funded (Employment Ontario) • Member of Ontario Disability Employment Network (ODEN) • Offer job search and career exploration services, mock interviews, and referrals to other community resources 	<p>General population</p> <p>Youth with disabilities (ages 15-29)</p>	<p>General Programs: No</p> <p>YJL: Yes (paid)</p>

Program (Location)	Details	Services Specific To...	Work Placements (Paid/Unpaid)
Next Steps Employment Services (Toronto, Mississauga & Vaughn)	<ul style="list-style-type: none"> ● https://www.tdsb.on.ca/Adult-Learners/Employment-Services/Next-Steps-Employment-Centres ● Provincially funded (Employment Ontario & Ministry of Education) ● Services include: job search support, resume and cover letter development, interview skills, career exploration, job matching and placement supports, skills development and training, resource centre ● Other programs offered include: Enhanced language training, hair stylist training, Youth Job Connection, and a program called On the Line for youth *offered through Youth Job Skills Program) <ul style="list-style-type: none"> ○ On the Line program: 5 weeks of intense kitchen training and pre-employment support to prepare individuals to start a career as line cooks. Participants are paid for 30 hours each week for the first 5 weeks, they then participate in a 6-week paid work placement. 	<p>General population</p> <p>Youth with disabilities (ages 15-29)</p>	<p>YJC: Yes (Paid)</p> <p>On the Line Program: Yes (Paid)</p>
Scarborough Centre for Employment Accessibility (Scarborough)	<ul style="list-style-type: none"> ● https://www.tdsb.on.ca/Adult-Learners/Employment-Services/Scarborough-Centre-for-Employment-Accessibility ● Mix of federal and provincial (Employment Ontario) funding ● A fully accessible, drop-in employment resource centre to assist job ready individuals to prepare for employment or self-employment. ● Offer access to a variety of specialized employment-related information, equipment, self-help resources, materials and tools. All of our services are free. 	<p>General population</p> <p>Youth with disabilities</p>	Not Directly
Living Rock- TriRock Program (Hamilton)	<ul style="list-style-type: none"> ● https://www.livingrock.ca/tri-rock ● Funded by federal government through Youth Employment Strategy ● Program is offered to youth who are affected by significant risk factors such as loss of family, poverty, substance misuse and mental health (may have disability) ● Assists youth who are facing employment barriers to prepare for, obtain and maintain employment. ● 18-week, full-time, paid employment training program <ul style="list-style-type: none"> ○ 2 8-week phases. ○ Phase 1 is at the Living Rock. Youth are provided with hands-on employment experience, as well as training and tools related to employment skills and life skills, such as educational planning with ABEA, First Aid, Safe Food Handling and Police Checks. ○ Phase 2 is a subsidized job placement in the community. ● Placement employers have the option of hiring on TRI-Rock participants after the 8 week placement is complete 	Youth with disabilities (ages 18-30)	Yes (Paid)

Program (Location)	Details	Services Specific To...	Work Placements (Paid/Unpaid)
ATN Access YES Program	<ul style="list-style-type: none"> ● http://www.atn.on.ca/yes-program/ ● Funded by federal government through Youth Employment Strategy ● Program is 15 weeks in length, 5 weeks are in class pre-employment training and during remaining 10 weeks participants complete a work placement (up to 25 hours/week) 	Youth with disabilities (ages 15-30)	Yes (Paid)
Holland Bloorview Children's Rehabilitation Hospital (Toronto)	<ul style="list-style-type: none"> ● https://www.hollandbloorview.ca/programsandservices/therapeuticrecreationandlifeskills/youthemploymentprograms ● Several different programs: <ul style="list-style-type: none"> ○ Youth@Work: complete work placements and workshops ○ Ready to Work: for those who have already completed another Holland Bloorview employment program; participants are connected with an employer for a summer job ○ Personal Consultation: an opportunity to discuss employment questions/concerns with an occupational therapist or life skills coach 	Youth with disabilities (ages 15-26)	Youth@Work: Yes (Unpaid)
John Howard Society of Ontario	<ul style="list-style-type: none"> ● https://johnhoward.on.ca/ ● Youth Job Connection provider ● Organization that aims to provide effective services that assist in reducing crime and its causes ● Offers a range of services and resources. The program consists of 5 components which can be accessed in a flexible and interactive style. Upon registering for the Employment Services program an individual will receive a comprehensive service assessment; this allows staff to make consistent and efficient decisions about how best to assist the individual. ● The Resource Centre is available to everyone and is designed to be a comfortable environment in which to do labour market research, job searching, interview training, and education. ● Participants can also receive 1:1 assistance from an employment counsellor who can assist with job searching, matching and incentives, mentoring and coaching. 	General population Youth with disabilities (ages 15-29)	YJC: Yes (Paid)
YWCA - The Opportunities Program (Hamilton)	<ul style="list-style-type: none"> ● http://www.ywcahamilton.org/employment/#1530893261048-e4937eff-39a1 ● Provide up to 10 weeks of 1:1 and group support for those who have a disability that restricts their ability to find and maintain employment ● Also offers a 14-week supported paid work experience placement for those who are seeking full-time, long-term employment. 	Those with any type of disability (ages 16+)	Yes (Paid)

Program (Location)	Details	Services Specific To...	Work Placements (Paid/Unpaid)
DiscoverAbility	<ul style="list-style-type: none"> • https://discoverability.network/ • Funded provincially • Powered by Magnet (digital social innovation platform that connects employers with potential employees) • Discover Ability is an online portal that connects Ontario business directly to people with disabilities 	Those with any type of disability	Not directly
LinkUp Employment Services (Toronto - head office in Woodbridge)	<ul style="list-style-type: none"> • https://www.linkup.ca/ • Funded federally • Offers assessment of employment needs, assistance with job search, employment-related workshops, and unpaid work trials (duration unclear) 	Those with any type of disability	Yes (Unpaid)
PATH Employment Services (Hamilton)	<ul style="list-style-type: none"> • http://www.pathemployment.com/ • Provincially funded • Assists individuals with any kind of disability in overcoming barriers to employment and aiding employers in obtaining employment ready candidates for their positions • Team is comprised of: Certified Counsellors in the Assessment Component of Employment Counselling (ACEC), Career and Employment Counsellors, Case Managers, Disability Management Specialists, Job Development/Placement Specialists, Certified Life Skills Coaches, Human Resource Professionals, Accessibility Specialists, Business Development Specialists • Offers employment resource centre, individualized employment services, and workshops 	Those with any type of disability	No
Causeway (Ottawa Area)	<ul style="list-style-type: none"> • http://www.causewayworkcentre.org/ • Programs offered include: <ul style="list-style-type: none"> ○ Employment Supports Program (ODSP referral): employment planning and assessments, job placement, job retention (may include on-the-job training, job trials and job coaching) ○ Job Quest: helps clients to secure and retain paid employment over a short period of time (mix of federal/provincial funding) ○ Solutions for Youth: 16-week paid pre-employment program (4 weeks in class followed by 12 weeks of a co-placement) 	General population Youth	Job Quest: Sometimes (unpaid) Solutions for Youth: Yes (paid)
Leads Employment Services (London, Stratford, Strathroy, St. Thomas, Woodstock & Owen Sound)	<ul style="list-style-type: none"> • https://leadsservices.com/ • Mix of federal and provincial (Employment Ontario) funding • Not-for-profit employment and skills development agency • Client population requires “<i>varying levels of assistance</i>” and must be above the age of 14 (however it does not appear that there are any youth specific services) • Organization also offers services to employers 	General population Those with any type of disability	No

Program (Location)	Details	Services Specific To...	Work Placements (Paid/Unpaid)
Golden Mile Employment and Social Services (Toronto)	<ul style="list-style-type: none"> • https://www.toronto.ca/community-people/employment-social-support/employment-support/toronto-employment-and-social-services-locations/ • Offers a wide variety of drop-in services and access to a resource centre 	General population	No
FOCUS Community Development Corporation (Angus, Allison, Beeton & Tottenham)	<ul style="list-style-type: none"> • https://focuscdc.on.ca/ • Youth Job Link Provider • General employment centre • Provincially funded (Employment Ontario) 	General population Youth	General Programs: No YJL: Yes (Paid)
Ontario Join (connections with service providers across Ontario)	<ul style="list-style-type: none"> • http://joininfo.ca/ • Organizations goal is to drive changes in the Ontario employment and training sector through research excellence, innovation, and collaboration • Work with the agencies and other partners that build skills, provide training, and connect people looking for jobs with employers looking for workers 	General population	Not Directly
Links2Work (London, Elgin & Middlesex area)	<ul style="list-style-type: none"> • http://www.links2work.on.ca/ • Provincially funded (Employment Ontario) • Online resources available • Can provide connections to other agencies that provide Employment Skills Training 	General population	Not Directly
Youth Opportunities Unlimited	<ul style="list-style-type: none"> • https://www.you.ca/ • Mix of federal (Canada Job Grants Program) and provincial (Employment Ontario) funding • Employment counsellors available to assist with planning for a job, exploring educational options, and connecting youth with training opportunities • A variety of workshops are offered, including certification workshops like Smart Serve, Safe Food Handling. Pre-employment readiness workshops are also offered. • Work experience and training offered at “Enterprise Sites” <ul style="list-style-type: none"> ○ “YOU Made It” Program: provides opportunity for hands-on job experience to learn/upgrade skills. Participants can be involved with many different enterprise businesses that include health and safety, customer service, merchandising and retail sales, food preparation and presentation, woodshop operations, and recycling operations. • An employment resource centre is also available 	Youth (ages 16-29)	General Programs: No “You Made It” Program: Yes (Paid)

Program (Location)	Details	Services Specific To...	Work Placements (Paid/Unpaid)
The Employment Centre (Brant, Haldimand & Norfolk region)	<ul style="list-style-type: none"> ● https://info-bhn.cioc.ca/record/SIM1479 ● A community resource centre and referral service for employment and income support services ● The Centre consists of organizational partners: Service Canada, Fanshawe College, and Norfolk Association for Community Living (Job Links) 	General population	No
NACL – Job Links (Brantford)	<ul style="list-style-type: none"> ● http://www.nacl.ca/pages/employment ● Services available include Basic Job Readiness Training, assistance with resume writing and employment applications and interview skills ● Once a person is employed they are eligible for support while at work to assist with daily tasks and with communications with their employer, or be available if needed. 	Those who have a developmental disability	Not directly
Community Living (Across Ontario)	<ul style="list-style-type: none"> ● https://communitylivingontario.ca/en/ ● “Meet and match” employment support services that aim to assist with long-term employment for job-seekers who identify as having a disability. ● This organization also works with local community employers in order to facilitate a strong employer/employee relationship. ● Specific services differ regionally 	Those who have any type of disability	No
Ready, Willing, and Able (Various locations in GTA- also in other provinces including Quebec)	<ul style="list-style-type: none"> ● http://readywillingable.ca/ ● A partnership between the Canadian Association for Community Living (CACL), the Canadian Autism Spectrum Disorders Alliance (CASDA) and member organizations. ● Program is designed to increase the labour force participation of people with an intellectual disability or Autism Spectrum Disorder (ASD). ● Funded by the Government of Canada ● Staff can provide Individual on-the-job support for the employee to assist them in managing their job effectively. Can also assist in arranging disability related accommodations if necessary. 	Those who have a developmental disability or autism spectrum disorder (ASD)	Not directly
Christian Horizons	<ul style="list-style-type: none"> ● https://www.christian-horizons.org/services/1355-employment-supports ● Organization serves those with “exceptional needs” (disability specific) ● Services offered include career assessment, skill development, employment workshops, support to network and navigate the job market and interview process, short-term job coaching and ongoing follow up supports for career development. 	Those with any type of disability	No

Program (Location)	Details	Services Specific To...	Work Placements (Paid/Unpaid)
STRIVE Employment Services (Hamilton)	<ul style="list-style-type: none"> • http://www.lawsonministries.org/services_employment.html • Offers tailored employment services to adults with developmental disabilities who are eligible for the Ontario Disability Support Program (ODSP) Employment Supports program. • Services offered: assessment and case management, job finding, and job coaching (including on-the-job supports) 	Those who have a developmental disability	Not directly
Easter Seals (Ontario-Wide)	<ul style="list-style-type: none"> • http://www.easterseals.com/our-programs/employment-training/ • Funding appears to be largely based on donations of corporations/individuals (http://www.easterseals.org/about-us/our-supporters/) • Offers person-centered employment services and assists individuals with accessing other supports such as assistive technology and accessible transportation • Assists individuals with employment planning, school to work transitions, finding competitive employment, and supportive employment with job coaching during training period is also available. 	Those with any type of disability	Not directly
March of Dimes (Ontario-Wide)	<ul style="list-style-type: none"> • https://www.marchofdimes.ca/EN/programs/employment/Pages/default.aspx • Mix of both federal and provincial funding • Services include job exploration, assistance with job hunting, job preparation, and on-the-job supports 	Those with any type of disability	Not directly
Spinal Cord Injury (SCI) Ontario (Primarily Toronto)	<ul style="list-style-type: none"> • https://sciontario.org/support-services/at-your-service/employment-services/ • Mix of both federal and provincial funding • Any job-seeker with a disability is eligible for services, but organization has greatest expertise working with those with SCI and those with blindness/visual disability. • Assists with “<i>job search and employability skills</i>” through employment counselling and assistance with arranging adaptive technology. Also regular “<i>skills for success</i>” seminars are offered. • Drop-in employment resource centre located in Toronto 	Those with any type of disability	No
Workplace Essentials Skills Partnership	<ul style="list-style-type: none"> • https://www.ccrw.org/programs-and-services/workplace-essential-skills-partnership/wesp-job-seekers/ • Funded provincially (Employment Ontario) • A 2-week group workshop is offered which aims to simulate an actual office environment. Group workshop is followed by individual job coaching 	Those with any type of disability	Group Workshop (Unpaid)

Program (Location)	Details	Services Specific To...	Work Placements (Paid/Unpaid)
CNIB Foundation (Ontario - for specific services discussed here)	<ul style="list-style-type: none"> • https://cnib.ca/en/programs-and-services/work/career-and-employment-support?region=on • An internship/returnship/mentorship program is offered. CNIB works with employers to create opportunities for adults with visual impairment wanting to enter or return to the workforce 	Individuals with visual impairment	Yes (Paid/Unpaid)
Learning Disabilities Association of Ontario (Ontario-Wide)	<ul style="list-style-type: none"> • http://www.ldao.ca/ldao-services/workshops-courses/job-fit/ • Target population is adults with learning disabilities (LDs), but there is no requirement for a formal diagnosis or assessment of learning disabilities for someone to use Job-Fit. Individuals may find Job-Fit useful even if they have not been identified as having learning disabilities but are having difficulties similar to individuals with diagnosed LDs • Job Fit is an online self-paced course that aims to help those with LDs improve and enhance their employability and job-readiness skills. 	Individuals with diagnosed or suspected learning disabilities	No
Canadian Mental Health Association (CMHA) (Ontario-Wide)	<ul style="list-style-type: none"> • https://toronto.cmha.ca/programs-and-services/community-support-services/employment-services/ • Mix of federal and provincial funding (including funding from the Local Health Integration Network) • Services offered include employment planning, job development, and job coaching (including on-the-job support in the workplace once service user is employed) 	Those with mental health challenges	No
Transitions to Employment Program (Niagara Region)	<ul style="list-style-type: none"> • https://www.dsbn.org/community/transition-to-employment • Provincially funded through ODSP (Ministry of Children, Community, and Social Services) • Services include: employment assessment/coaching, resume, cover letter and interview preparation, application assistance, on-the-job support and coaching, job retention services, job matching and advancements, and weekly career and employment workshops 	Those with any type of disability	No
CCRW: Canadian Council on Rehabilitation and Work	<ul style="list-style-type: none"> • https://www.ccrw.org/programs-and-services/partners/partners-information-for-job-seekers/ • A program aimed at connecting Canadian employers with qualified employees • Services include: 1:1 and group counselling sessions, training, career exploration, and resume and interview skills 	Those with any type of disability	No

Additional Organizations of Interest:

First Work: Community Insights Advancing Youth Employment

- Website: <http://firstwork.org/>
- Additional information:
 - Brings together youth programming and employment services, business and industry leadership, and academia with the goal of developing solutions for youth employment
 - Support organizations working in the youth employment space by providing a platform to communicate, share best practices, and network
 - Currently 60+ member organizations (<http://firstwork.org/members-3/>)
 - Map of First Work member youth employment centres (<http://firstwork.org/membershiplistings/>)

ODEN: Ontario Disability Employment Network

- Website: <https://odenetwork.com/>
- Additional information: a professional body of employment service providers united to increase employment opportunities for people who have a disability.

Canadian Association of Professionals with Disabilities

- Website: <https://www.canadianprofessionals.org/>
- Additional information: a federally incorporated non-profit, cross-disability organization dedicated to maximizing the inclusion, job retention, and advancement of current and future professionals with disabilities.

Centre for Research on Work Disability Policy (CRWDP)

- Website: <https://www.crwdp.ca>
- Additional information: a research-based organization whose objective is to identify how people, when disabled, can be better retained and integrated into the Canadian labour market.

Ontario Centre for Workplace Innovation (OCWI)

- Website: <https://ocwi-coie.ca/>
- Additional information:
 - Drive changes in the Ontario employment and training sector through research excellence, innovation, and collaboration
 - Work with the agencies and other partners that build skills, provide training, and connect people looking for jobs with employers looking for workers

OCEA: Ontario Cooperative Education Association

- Website: <https://oceacon.ca/>
- Additional information:
 - A non-for profit organization of Ontario Cooperative Education and Experiential Learning Professionals
 - Strives to provide leadership and vision needed for optimal professional development of its members
 - Develops and facilitates access to information, resources, and other supports specific to the province of Ontario.

National Education Association for Disabled Students (NEADS)

- Website: <https://www.neads.ca>
- Additional information:
 - Consumer-controlled, cross-disability charitable organization that is representative of all provinces and territories
 - Mandate is to support full access to education and employment for post-secondary students and graduates with disabilities across Canada.
 - Represent their constituents through specific projects, resources, research, publications and partnerships.
 - Three core strategic program areas: student debt reduction, student experience in class and on campus, student and graduate employment

Learning Disabilities Association of Ontario

- Website: <http://www.ldao.ca/>
- Additional information:
 - Serves children, youth and adults with learning disabilities (including ADHD)
 - Offers resources, services, information, and venues/products designed to help people with learning disabilities as well as the parents, teachers and professional who they may be working with.