


FLOWCHART OF PATHWAYS TO EMPLOYMENT FOR YOUTH WITH PHYSICAL DISABILITIES



**Youth 15-25
yo w/ physical
disability**

Healthcare system

TranXition
Offering programs that optimize social participation of youth and move rehabilitation into the community.
TranXition offers youth groups as well as parent groups to support everyone through the transition to adulthood.

Project Inc.
Group program for youth with physical disabilities to get to know their strengths and interests related to the job market. Also provides workshops to develop skills required to get a job.

Montreal Ass. for the Blind
Group program for youth with physical disabilities to get to know their strengths and interests related to the job market. Also provides workshops to develop skills required to get a job.

Education system

TSAL
A guide for youth to facilitate the transition from school to adult life, including employment.

Work-oriented training path
Two internship programs for youth based on their academic level and background.

Sociovocational Integration
Services to provide adult learners with the means to develop their employability, to enter the labour market and to remain employed

L'Étape
Offers services to people with disabilities that need adapted assistance services in their job search and subsequently, to stay employed.

MEMO Quebec
Offers individualized employment services and support to people with disabilities and career guidance. Also includes many more career services.

Employment system

Employers w/ PSEA
Create and maintain jobs adapted to people living with disabilities

Employers w/ CIT
Facilitate hiring and retention of people with disabilities in standard workplaces

Work-readiness skills program for people w/ disabilities (PDEIPH)
Offers people with disabilities a job for up to 12 months to develop their work skills

Duoemploi
Event for people with disabilities to meet a business that offers a one-day exploration internship

SEMO
Provides career counseling services for people with disabilities and facilitates the job search.

AIM Croit
Working closely with participants throughout their job search, and to provide assistance during the hiring and integration process.

Employer of youth w/ disabilities

Employment Integration Contract (CIT)
Provides financial support (subsidy) to compensate employers for any reduction in productivity resulting from hiring an employee with disabilities.

Grant program for adapted business (PSEA)
Creation of quality jobs adapted to the needs of disabled individuals whose level of disability requires an accessible work environment.

Horizon Travail
Specialized employment consulting center for people with disabilities to assist with finding a work, review resumes and cover letters, preparing for interviews and more.

FLOWCHART PROGRAM DESCRIPTIONS

TranXition

Objective: to support the transition to adult life
Eligibility: 15-25 yo with physical disability (may also have mild ID or ASD)
Location: Lethbridge-Layton-MacKay Rehabilitation Center
Access: contact program administrator, Julianne Noseworthy (514-488-5552 x 2256)

Project Inc.

Objective: To assist youth with physical disabilities to develop their job skills required to get their first entry level job.
Eligibility: 15-25 yo with physical disability (may also have mild ID or ASD)
Location: Lethbridge-Layton-MacKay Rehabilitation Center
Access: contact program administrator, Julianne Noseworthy (514-488-5552 x 2256)

Montreal Association for the blind

Services offered: Employment and academic information referrals, vocational goal identification and consultation, resume preparation, job search training and, on site evals for adaptations, assistive tech and accommodations, ASL and English literacy, computer skills, on-job-training and accompanying to work, ASL and oral interpreters.
Eligibility: Must be 16 years old, have a visual impairment and be looking for a job.
Location: ?
Access: ?

Transition from School to Active Life (TSAL)

Objective: To facilitate the transition from school to adult life, including employment
Eligibility: youth in secondary school with a deficiency causing a significant and persistent disability, a severe social maladjustment, or a learning disability
Timeline: Usually initiated 3+ years before student graduates from secondary school
Access: may be initiated by school administration or requested by youth or family

Work-oriented training path

Two internship programs based on the student's academic level and background
Eligibility: 15+ yo on September 30th of current academic year; have not achieved elementary-level objectives in languages and mathematics at the end of sec.1

1. Prework Training Program:

Objective: practical training for workplace while pursuing general education 3-year program towards certificate that attests to general employability skills 3 days/week in class & 2 days in work-study program

2. Training for Semiskilled Trade Program:

Objective: training in the workplace allowing to enter the labour market 1-year program towards training certificate in a semi-skilled trade
Access: available in all secondary schools; interview with school administration, academic requirements assessed; WOTP consultant available

Sociovocational integration

Objective: to provide adult learners with the means to develop their employability, to enter the labour market, to remain employed, or to continue their education
Eligibility: varies depending on adult education center
1. Training Certificate in Sociovocational Integration of Adults (TCSIA)
2. Training Certificate for a Semiskilled Trade (TCST)
Access: contact your local school board or adult education center

Employers w/ grant program for adapted business (PSEA)

Objective: to create and maintain quality jobs in a working environment adapted to people living with disabilities.
Eligibility: non-profit organizations or cooperatives accredited by Emploi-Québec; >60% of the workforce has a disability. 37 adapted companies in many sectors with >4000 employees with disabilities. Subsidy to finance adaptations to the production process & compensate for loss of productivity of employees with disabilities

Employers w/ Employment Integration Contract (CIT)

Objective: Facilitate the hiring and retention of people with disabilities in standard workplaces & promote equal access to the job market.
Eligibility: Permanent disability resulting in significant limitations on their ability to perform everyday activities and who is able to work 12-40 hours/week with the necessary support. Wage subsidy to employers for loss of productivity from an employee with disability & financial assistance to adapt workplace to their needs.
Access: Employer contacts Centre d'assistance au placement (1-888-367-5647)

Work-readiness skills program for people w/ disabilities (PDEIPH)

Offers people with disabilities a casual job up to 12 months in the Quebec public service to develop their work skills. May apply for closed competition and be hired for the position following the program.
Eligibility: Disabled as defined by Quebec law; meet entry requirements for job class; have potential for full-time work within 4 months of starting the program; have never participated in PDEIPH or have significant experience in Quebec public service
Access: contact a Service spécialisé de main-d'œuvre pour personnes handicapées (SSMO-PH) in your region (Visit ROSEPH website for list)

Duoemploi

Event for persons with disabilities to meet a business that offers a one-day exploration internship in that workplace. Located in the Montreal region.
Eligibility: 16+; disabled as defined by Quebec law; resident of Quebec; motivated and available for a one day exploratory stage;
Access: see website for yearly dates and registration

L'Étape

Objective: To provide services as part of a global approach based on an assessment of a person's individual needs and the recognition and harnessing of his/her strengths.
Eligibility: Any person in Montreal or Laval with a physical or hearing disability, a language impairment, an intellectual disability or ASD.
Access: Montreal: letape@letape.org Laval: letape-laval@letape.org

Moelle épinière et motricité (MÉMO-Qc)

Individualized support: needs assessment, skills assessment, clarification of personal goals, exploration of the labor market. Career guidance. Help with writing a cover letter, writing a resume, interview preparation, etc. and more.
Eligibility: Be aged 16 or over, have a physical or neurological disability, reside on the island of Montreal, be motivated and wanting a job.
Access: Email: info@moelleepiniere.com Phone: 514 341-7272

Service externe de main-d'oeuvre (SEMO)

Offer career guidance services, facilitate job search, including CV and cover letter writing, assist with job integration and follow-up, Recommendations for job accessibility and workplace safety, ensure regular follow-up of and more.
Eligibility: Reside in the region of Centre-du-Québec and be at least 15 years old
Access: Points of services located in: Drummondville, Plessisville, Nicolet-Bécancour, and Victoriaville

AIM CROIT

AIM CROIT's experienced team works closely with participants throughout their job search, and continues to provide assistance during the hiring and integration process.
Eligibility: 16+, have a physical or sensory disability, Canadian citizen or permanent resident, living on the island of Montreal.
Access: Register via website <https://aimcroitqc.org/en/registration/>

Horizon Travail

A team of professionals offering consulting services to people with disabilities who wish to begin a job search process, change jobs or find a student job.
Eligibility: Anyone with a visual impairment or mental illness with or without a medical diagnosis residing in Greater Montreal.
Access: phone: 514 933-1141 or email: info@horizon-travail.org.