



Employment Supports for Persons with Disabilities

FASTFACTS

Vision

Persons with disabilities participate fully in the labour market and have increased economic independence and enhanced well-being.

The Employment Supports are intended to assist persons with disabilities to attach to, and remain, in the labour force.

These supports are available to assist persons with disabilities who are: receiving social assistance benefits; or unemployed; or in need of supports to maintain employment. They can assist persons with learning, developmental, mental health and physical disabilities.

This employment initiative strengthens capacity to assist persons with significant needs by using flexible, long-term supports to reduce or eliminate the impact of an individual's disability within the work environment. Employment Supports connect people with disabilities to opportunities to build their own futures within the context of the Saskatchewan economy.

Principles

The Employment Supports initiative is predicated on the following principles:

- ♦ **Presumption of Employment Capacity** - All people are presumed to have an employment capacity. This principle also acknowledges that there are many levels of employment and that everyone who wishes to participate can contribute to the best of their ability.

- ♦ **Focus on an individual's abilities not limitations or deficits** - The starting point is finding a job that will match an individual's strengths and skills.
- ♦ **Partnership** - Improving labour market participation of persons with disabilities will require ongoing commitment and partnership among persons with disabilities, government, community-based agencies and employers.
- ♦ **Commitment based on need** - Some individuals with disabilities may need long-term supports to achieve successful employment. When an individual makes the commitment to support him/herself, governments and the community will be partners with the individual in making an ongoing commitment to help ensure success in the labour market.
- ♦ **Enhanced Mainstream Delivery which is Disability Sensitive** - The commitment to full citizenship and inclusion supports the delivery of specialized services within a mainstream context. Recognition and accommodation of the differing needs and capacities in the workplace will result in a service delivery system that meets a broader range of needs within the mainstream. This serves to normalize both the presence of, and response to, disability in the work place.

Supports

The Employment Supports initiative can support an individual's attachment to the labour market in two ways: Individualized Employment Supports and Extended Health Benefits for persons leaving social assistance for employment.

Individualized Employment Supports

The focus of this initiative is to provide supports in the workplace. The initiative includes the following key directions:

- ♦ **Duration of support based on need** - Providing long term support that may involve workplace accommodations, personal and technical supports, and productivity supports so that persons with disabilities can enter and remain in the work force. This support may be needed for the length of an individual's work life.
- ♦ **Flexibility** - Providing flexible support that responds to individual need. Support will be provided for new opportunities or transitions within existing employment.
- ♦ **Place-train approach to employment** - For some, the most effective way to learn skills is within the context of employment. A "work first" or "place-train" approach to employment can be successful for persons with disabilities.

Determination of Level and Type of Support

Career and Employment Services Consultants and CBO partners and Income Security staff are available to assist with the development of a career action plan or transition plan. These plans will be used as the basis to determine the level and type of support needed to fulfill an individual's employment goal. Individuals will not be required to submit medical reports confirming disability or to self declare. Program access is not determined by diagnosis. It is linked to the type of support needed to address the impact of the individual's disability so that he/she can attach to and remain in the work force.

Eligible Activities

The Employment Supports initiative is intended to provide a flexible array of programs and support services to assist individuals with disabilities to maintain employment. The following are examples of activities supported by this initiative:

- Workplace Accommodations,
- Job Redesign/Job Carving,
- Productivity Support,
- Job Maintenance,
- Job Mentoring,
- Job Coaching,
- Work Assessments,
- Job Development.

The following activities will be supported by other programs and services managed by the Department:

- life skills or basic education that do not have an immediate employment result;
- work readiness activities that do not have an immediate employment result;
- paid work placement; and
- vocational assessments.

As well, the Employment Supports funds are not intended for workplace retro-fitting involving significant modifications to a business.

Delivery

The Employment Supports initiative is delivered in 20 locations across the province through the Canada-Saskatchewan Career and Employment Services offices, managed by the Department of Community Resources and Employment. Program expenditures can be made to individuals, community-based organizations, employers and other organizations.

Extended Health Benefits

Leaving social assistance and losing supplementary health benefits has been identified as a barrier by many persons with disabilities. To remove this barrier, the department will automatically extend supplementary health coverage for a full year after a person with a disability leaves social assistance for employment.

Contact

Information on this initiative and other career and employment services is available by calling your local Career and Employment Services office. Office locations are also available on-line at www.sasknetwork.ca.

Biggar (306) 948-3586	Melfort (306) 752-6243
Estevan (306) 637-3820	Moose Jaw (306) 694-3699
Fort Qu'Appelle (306) 332-3404	North Battleford (306) 446-8705
Humboldt (306) 682-6770 or 682-6771	Prince Albert (306) 953-2651
Creighton (306) 688-8826	Regina (306) 787-2160
Ile a la Crosse (306) 833-3235	Saskatoon (306) 933-6281
La Ronge (866) 888-4520	Swift Current (306) 778-8230
Lloydminster (306) 825-6418	Wynyard (306) 554-2231
Meadow Lake (306) 236-7538	Yorkton (306) 786-1354
Weyburn (306) 848-2568	Nipawin (306) 862-1840