

Employment Ontario (EO) Programs for People with Disabilities

Supported Employment (SE)

The Supported Employment program is designed for individuals who face complex barriers to employment as a result of a disability. The program offers a range of services and opportunities for people with disabilities to prepare for and secure employment.

The program also provides a wide range of services for employers to address staffing and skills needs through matches with suitably skilled people with disabilities. Services for **individuals** include:

- Activities designed to prepare individuals for the labour market;
- Competitive work opportunities with appropriate job search, coaching and accommodations services; and,
- Assistance keeping a job through ongoing job retention support.

The program will provide **employers** with:

- Assistance in identifying and addressing staffing and skills needs through matching them with suitable jobseekers with disabilities;
- Training for managers and staff on best practices for working with employees with disabilities to create a more supportive and inclusive work environment.

Eligibility and Suitability

Individuals must:

- self-identify as a person with a disability as defined in Section 10 (1) of the Ontario Human Rights Code;
- be a resident of Ontario;
- be eligible to work in Canada; and,
- be unemployed or currently in non-competitive (i.e., employment that pays below the minimum wage) employment and currently not in school full-time.

Suitable individuals may also face complex barriers to employment as a result of a disability, some combination of limited or interrupted labour market experience, low levels of education or literacy and challenging life circumstances (e.g., poverty or lack of family/parental support).

Availability

Beginning April 1, 2018, the first phase of Supported Employment, will only be offered in three communities: Timmins, Cornwall, and Belleville.

Service providers currently delivering Ontario Disability Support Program-Employment Supports, Mental Health Vocational Employment Supports, and Ontario Employment Assistance Services outside the catchment areas will continue as status quo.

Youth Job Connection (YJC)

The Youth Job Connection program serves youth, aged 15 to 29, who experience multiple and/or complex barriers to employment by providing more intensive supports beyond traditional job search and placement opportunities. Individual supports include:

- Paid pre-employment training to promote job-readiness;
- Job matching and paid job placements, with placement supports for participants and hiring incentives for employers;
- Mentorship services; and,
- Education and work transitions supports.

The program consists of two components:

- A year-round component, for youth aged 15 to 29 who experience multiple barriers to employment.

Eligibility and Suitability

Individuals must be:

- 15 to 29 years old at time of registration;
- a resident of Ontario;
- eligible to work in Canada;
- unemployed; and,
- not participating in full-time training or education, as defined by the institution.

Individuals who are 15 to 18 years old must be legally excused from attending high school.

The program is intended to help youth who are experiencing a combination of challenging life circumstances, such as poverty, homelessness, low levels of education, literacy, motivation and/or discrimination.

Availability

Youth Job Connection is delivered by 137 Employment Ontario service providers across the province.

Employment Service (ES)

Employment Service offers a range of resources, supports and services including counselling, individualized job search skills, resume writing, job matching, job placement, referrals to training and job coaching, etc., to respond to the career and employment needs of individuals and the skilled labour needs of employers.

The goal of ES is to help Ontarians find sustainable employment. ES can guide individuals on a path to higher skill and training to achieve that goal. ES links with other EO programs and services, and provides the service foundation for training programs that support individuals in acquiring higher skills for sustainable jobs.

Eligibility and Suitability

The Employment Service is available to unemployed clients of all ages, including youth who may be facing some barriers to employment and may benefit from assisted supports.

Employment Service assisted services target vulnerable populations and those under-represented in the labour market. Service providers focus on those with the greatest risk of continued or long-term unemployment, or those who are marginalized in the labour market. (e.g., poverty or lack of family/parental support).

Availability

The Employment Service network consists of 168 service providers with over 300 funded service delivery sites across Ontario. Each funded service delivery site is required to provide the full range of Employment Service components.

In addition, there are a number of Employment Service sites that provide visiting and specialized services in their communities, as needed.

Literacy and Basic Skills (LBS)

The Literacy and Basic Skills program helps adults in Ontario to develop and apply communication, numeracy, interpersonal and digital skills to achieve their goals of

- employment;
- secondary school education;
- postsecondary education;
- apprenticeship; or,
- greater independence.

The program is focused on the needs of the learners and includes learners who may have a range of barriers to learning.

To ensure that the literacy needs of learners from different linguistic and cultural backgrounds are addressed, LBS services offer programming for Deaf, Anglophone, Francophone and Indigenous learners.

Eligibility and Suitability

The program serves individuals:

- who are Ontario residents;
- whose literacy and basic skills are assessed as being below grade 12;
- who are at least 19 years old; and
- who are proficient enough in speaking and listening to benefit fully from the language of LBS instruction (English or French). This eligibility requirement does not apply to Deaf learners.

Availability

Services are offered on-site at approximately 340 locations across the province and online through e-Channel. The e-Channel service offers web-based learning and provides greater flexibility and access to literacy services for those who are working, live in remote/rural communities, have disabilities or accessibility needs, etc.