

## **PERSONS WITH DISABILITIES AND THE LABOUR MARKET**

To facilitate the hiring and job retention of persons with disabilities, Emploi-Québec offers an array of tools to help you

- identify your career goals
- access labour market information
- take part in training activities
- find and obtain employment

Your local employment centre (CLE) can provide you with

- **Services adapted to your needs**

We call on the services of a consultant with a specialized manpower organization in your region to support your efforts to enter the labour market.

We can provide funding to adapt the equipment and material you need to participate actively in training.

- **Help in finding work**

To help you find a job, we can

- offer the business that hires you a wage subsidy to limit the possible impact of your disability on your ability to perform your duties
- grant your employer financial support to adapt your workstation and equipment and make your workplace accessible
- provide the services of a specialist to facilitate your dealings with a potential employer and advise the employer about any special support that you may require

For you to be eligible for this assistance, your deficiency must cause a significant and persistent disability making you vulnerable to obstacles in carrying out your everyday activities.

To find the local employment centre nearest you, visit [emploi.quebec.net](http://emploi.quebec.net) or call 1 888 643-4721.

### **Are you able to hold a job?**

The **Contrat d'intégration au travail** (CIT: employment-integration contract) measure favours the hiring and retention of persons with disabilities in conventional work settings.

An employer who can offer you the necessary support and collaborate in following up your file could be entitled to a subsidy to meet needs related to your disability.

Jobs offered under the CIT measure have to be vacant or newly created. They can be temporary or permanent. Your work week has to be between 12 and 40 hours, depending on your potential and the employer's needs.

### **Are you experiencing significant problems adapting to a conventional work environment?**

The **Programme de subventions aux entreprises adaptées** (PSEA: subsidy program for adapted enterprises) enables businesses recognized by Emploi-Québec to offer employment to persons with disabilities for whom the conventional work environment is unsuitable. The program can help you find a job adapted to your needs, including basic training and a suitable work environment. Generally speaking, these jobs do not require a diploma, special qualification or even pertinent experience.

Support is granted directly to the adapted enterprise in the form of a wage subsidy. The length of the subsidy varies on a case-by-case basis, and can even be long term. The global contribution provided by Emploi-Québec allows adapted enterprises to offer persons with disabilities paid employment and to adapt the work environment in the light of these employees' needs.

### **Are you unable to hold employment in the short to medium term?**

If you are unable to hold a job in the short to medium term, we can facilitate your participation in community activities. These activities can help you acquire or maintain skills, behaviours and attitudes that boost your chances of entering the labour market.

### **More information**

To find out more, go to [emploi.quebec.net](http://emploi.quebec.net) or the nearest local employment centre (CLE).

*Québec is responsible for active employment measures and certain functions of the National Employment Service that are funded by Canada's Employment Insurance Account.*