

Invisible Disabilities in the Workplace

Key Ideas

Employ People with Invisible Disabilities

Many people with invisible disabilities do not have jobs. They are not well represented in Quebec's workplaces.

Research shows that there are benefits to having more people with disabilities in the workforce.

- They could fill labour shortages now and in the future.
- Having a job is important to people with disabilities.
- Having a job helps people with disabilities to be more included in society.

Empower Everybody

Research also shows the type of plans that are used to include people with invisible disabilities in the workforce. These plans mostly focus on empowering people with invisible disabilities. But they should also focus on empowering employers and the workplace. Empowering everybody involved is a good plan for an inclusive workplace.

Benefit from an Inclusive Workplace

Everybody benefits from having an inclusive workplace. Workplaces that are empowered and supported help everyone involved. Here are some of the benefits and advantages of an inclusive workplace.

- Employers get qualified employees.
- Teams often become more united and creative.
- Workplaces become more flexible. They are able to adapt to change.
- Employees develop a sense of pride and belonging.

Key Resources

There are many resources in Quebec to help employers. The provincial government has different programs. They offer many advantages to employers. Below is a brief description of those programs and their advantages.

Reducing Costs

There are three programs that help employers to reduce costs.

Work Integration Contract

This program helps to reduce employer costs. The program gives back some costs necessary in hiring people with disabilities. The employer must have a plan to support the employee. The employer must also take part in follow-up work on the case. This program may involve providing a salary. This will help fill in any gaps in the workload or for any support needs. Some costs for accessibility accommodations may also be provided.

Employment Salary Subsidy

This program helps to reduce employer costs. It provides direct funding for part of a salary. This is so that an employee can learn their job or do training. The funding means this can be done without affecting the overall work of the employer. It also develops skills that employees can use for future work.

Adapted Companies Subsidy

This program helps to reduce employer costs. This program is mostly about financial support. Adapted businesses are part of a network that responds to certain situations. This is in terms of hiring and keeping employees with a disability.

Developing Employees skills and abilities

There are three programs that help employers to develop their employee's skills.

Social Assistance and Support Program

This program is about developing employment skills. The program is for people who are very removed from the workforce. The program develops a social and professional plan for people. It helps people develop their abilities and professional skills. The program lets people know



about the resources available to them. It gets them ready to take part in other employment support services.

Employability Development for People with Disabilities

This program provides employee development. It helps people with disabilities to develop their skills and abilities by working in the Quebec civil service.

Employment Salary Subsidy

This program provides some salary support for employers. It also supports employee development. The program helps employees develop skills through work experience. It also helps people with disabilities to adapt to the workforce.

Employer and Employee Support Programs

There are two programs that provide support for employers. One program also provides support for employees.

Consulting Service Project (ROSEPH)

This consulting service provides support to employers. They help employers to include people with disabilities in their work environment. Under this service, ROSEPH training is provided. ROSEPH is the name of a non-profit group. They represent many supported employment agencies in Quebec. The ROSEPH training is done in partnership with the Quebec Employer's Council (CPQ).

Integration Agent Project (ROSEPH)

This project provides support to both employers and employees with disabilities. The project creates a position within a non-profit organization. The position supports both employers and employees. It helps both as they adapt to the new work situation.

Information Support

There are two programs that provide information support to employers.

Employer Assistance Service

This program provides front line information and resources to employers. This includes information about hiring a person with a disability. It also includes practical information. The



program can help employers to set up a work area. It can help employers get interns into training programs. It can help employers to accommodate employees with disabilities.

Hire for Talent

This program provides information to employers. This includes information about the following topics.

- Human Resources
- Advantages of an inclusive workplace
- Information about different types of disability
- Information about other related topics

Raising Awareness

The **Office des personnes handicapées du Québec** is working on an awareness campaign. There will be videos and a website. The website will have resources and information. There will be government support for employers.

Last Resort Support

The Social Solidarity Program is a last resort program. It is for financial support. It is for people who have severe limitations. A medical report is needed to access this program. The program is for people who cannot meet their basic needs because of their finances.