

Invisible Disabilities in the Workplace

Key Ideas

1. People with invisible disabilities are underrepresented in Quebec's workplaces. Yet, research reveals the following:
 - a. They could offer an interesting alternative to actual and future labour shortages.
 - b. Work is essential for healthy social integration of people with disabilities
2. Researchers conclude that actual strategies to include people with invisible disabilities in the workplace mostly focus on empowering people with invisible disabilities, they should also focus on empowering employers and workplaces.
3. When workplaces are empowered and supported by implementing an inclusive workplace, many benefits become accessible not only for people with invisible disabilities, but for everyone. Such advantages include the following:
 - a. Hiring qualified labour
 - b. Developing better team cohesion, creativity, and innovation
 - c. Encouraging a more flexible and adaptable workplace
 - d. Developing a sense of pride and belonging in an organization

Key Resources

Program Name	Employer Advantages (Key Words)	Employer Advantages	Employer Advantages
Work Integration Contract	Cost Reduction	Reimburses the employer certain costs necessary to integrate or retain disabled people. The employer must offer the framework needed by the person and collaborate in the case follow-up. May involve the following: 1) Salary support to compensate for the productivity gap of people in a handicapped situation and additional framework their functional disabilities require. 2) Covers certain additional workplace accessibility costs.	Direct at a financial level
Office des personnes handicapées du Québec	Raising awareness	The OPHQ is currently organizing an awareness campaign, and videos will be produced. A web component is also under construction. This component will assemble tool information, necessary resources, as well as government measures available to employers.	Indirect
Social Solidarity Program (welfare, last-resort support)		Aims at providing last-resort financial assistance to people with severe limitations who cannot meet their basic needs because of their financial situation. The limitations are confirmed by a medical report.	None
Social assistance and Support Program – Réussir	Employability development	Brings people far removed from the workforce to a point where they have progressed enough in a social-professional plan to allow them to participate in an employment support measure. The program also aims to develop people's abilities/professional skills and then tell them about the resources available to them.	Indirect
Employment Salary Subsidy	Cost reduction; employability development	Covers a hired person's partial salary, and under certain conditions can cover support costs or a training refresher. An employer requires the help to compensate for the costs associated with the adaptation period and the lack of productivity of the person in a handicapped situation. This subsidy has two main components. The first aims to support employment integration. The second component aims to develop the employability of the person in a handicapped situation by acquiring work experience.	Direct at a financial level

Program Name	Employer Advantages (Key Words)	Employer Advantages	Employer Advantages
Adapted Companies Subsidy Program	Cost reduction	Adapted businesses are part of a network that responds to certain criteria in terms of people in a handicapped situation hiring and retention. This subsidy program is aimed mostly at financial support.	Direct at a financial level
Employability Development for People with Disabilities	Employability development	Allows people in a handicapped situation to develop their aptitudes by working in the Quebec civil service.	Indirect
Integration Agent Project (ROSEPH)	Employer and people with disabilities support	Aims to create an additional position within non-profit organizations to support employers and people in a handicapped situation who are both in a process of integration.	Direct
Consulting Service Project (ROSEPH)	Employer support	Offers employers consulting services concerning the integration of people in a disability situation in their area. It is within the framework of this service that ROSEPH training in collaboration with the CPQ is given.	Direct
Employer Assistance Service	Front line information	This service is offered by Emploi-Quebec. It eases access to relevant information and resources that inform and direct employers about hiring a person in a handicapped situation, setting up a work area, receiving interns into a training program or for all other needs associated with a person in a handicapped situation job integration.	Direct
Hire for Talent	Informative support	Creating tools to inform employers about the adaptation of HR processes, the advantages of an inclusive environment, types of handicaps and other topics.	Direct