



The VOICE of Albertans with Disabilities

July 1, 2022

Employment & Disabilities

Disability Related Employment Supports (DRES) funding is available to pay for supports that help Albertans overcome barriers to education or employment caused by a disability. In short, DRES purchases needed accommodation services or products for individuals approval by the DRES program.

Job search supports

Job search supports help Albertans with disabilities aged 16 and older seek employment. *Supports may include a sign language interpreter so that an individual with a hearing impairment can attend a job interview.*

Workplace supports

Workplace supports help Albertans with disabilities aged 16 and older make successful transitions into the workplace, maintain employment, and enable their full participation in the workforce. *Supports may include a job coach, worksite modification or assistive technology.*

Educational supports

Education supports help learners with disabilities who are out of the kindergarten to grade 12 school system. These supports prepare learners with disabilities for employment through post-secondary education, basic skill training, academic upgrading or labour market programs. *Supports may include sign language interpreters, tutors, note takers, and assistive technology such as software programs specific to the disability.*

Eligibility

To be eligible for DRES supports and/or services an individual must:

- have a diagnosed and documented permanent or chronic disability that creates a barrier to education, training and/or employment
- be an Alberta resident
- be a Canadian Citizen, permanent resident, or refugee under the Immigration and Refugee Protection Act
- be legally entitled to work and/or train in Canada
- intend to work

- be eligible for DRES through an Employability Assessment and have a Service Plan

How to apply

To start the application process, phone your nearest Alberta Supports Alberta Works Centre and make an appointment to speak in person with a DRES representative about the supports that are available to you.

Connect with the Alberta Supports Contact Centre for more information about this program or to find your local Albert Supports Centre: Phone: 780-644-9992 Toll free: 1-877-644-9992 (in Alberta).

Employment services and Training services directories:

<https://www.alberta.ca/employment-services.aspx>

Vocational Opportunities in Edmonton and Alberta

EmployAbilities Career and Employment Centre

<http://employabilities.ab.ca/programs/employabilities-career-and-employment-centre/>

The Career and Employment Centre is a one stop drop-in service for individuals with disabilities.

We assist you to explore your employment and career options. Drop-in to the EmployAbilities Career and Employment Centre, call us at (780) 423-4106 or visit our website

4th Floor 10909 Jasper Avenue, Edmonton, AB T5J 3L9
780-423-4106, 780-426-0029

Selections Career Support Services

<http://www.selectionscareer.com/>

A community based non-profit organization dedicated to assisting individuals 16+ with disabilities find and maintain employment and community involvement, 3 employment programs available: PDD, ESDP, and GRIT
205 4209 99 Street, Edmonton, AB T6E 5V7
Telephone: (780) 461-5270, Email: contact@selectionscareer.com

On Site Placement Services Association

<http://www.osp.ab.ca/>



www.vadsociety.ca; vad@vadsociety.ca
Follow us on Facebook and Twitter: @VADisabilities

200-10025 106 Street, Edmonton, AB T5J 1G4
Ph: 780-488-8122

On Site Placement Services Association (OSP) is a non profit organization, focused on promoting employment opportunities for persons with disabilities.

Bredin Centre for Learning

<https://bredin.ca/>

5th and 10th Floors, 0004 – 104 Avenue NW
Edmonton, Alberta T5J 0K1

Oteenow Employment & Training Society

<https://oteenow.com/>

Oteenow is the only employment service agency exclusively dedicated to finding First Nations and Inuit people living in Edmonton and area, careers that work. 13227 – 146 Street, Edmonton, Alberta T5L 4S8
780.444.0911

Prospect: breaking barriers

www.prospectnow.ca

Avoid the square peg - round hole scenario by hiring a more diverse range of people from demographics you may not have considered. Prospect can help you take the 'force' out of workforce.

Forces@WORK, BaseToBusiness, Entrepreneurs With Disabilities

#102 - 9940 106 Street, Edmonton, AB T5K 2N2
Phone: 780-705-9677, Fax: 780.758.9674
Toll Free: 1.877.483.2562

Bent Arrow

- 5 week employment preparation and skills development with 1 week of assisted job search
- 4 week job shadow for students who are struggling with finding employment
- One-on-one employment counseling, service management and job maintenance support
- 90 day supported follow-up

Email: employmentresources@bentarrow.ca

Phone: 780-232-2762

Address: 11648 85 Street NW, Edmonton, T5B 3E5

Gateway Association

<https://gatewayassociation.ca/erc/>

Empowering families and people who live with disabilities to live fully authentic lives. Gateway connects job seekers and workplaces with resources required to build performance and inclusion. The future of work will be diverse and inclusive. We can help.

10941-120 Street NW, #201, Edmonton, AB T5H 3R3
Tel: 780-454-0701

Bissell Centre

<https://bissellcentre.org/programs/individual/employment-services-casual-labour/>

Bissell Centre addresses both sides of employment related challenges: we help individuals searching for meaningful and sustainable employment, and provide employers meet their recruitment needs.

Employment Services, Sarah Higgins, Manager,
780.423.2285 ext. 352, shiggins@bissellcentre.org
Bissell Workforce: 780.424.4385, Monday — Friday,
7:00 a.m. to 2:30 p.m

Neil Squire Alberta Wide

Working Together helps people with disabilities prepare for, obtain and maintain employment. This unique, comprehensive and participant centered program is designed to develop the skills required to help individuals achieve their employment goals.

T 403 910 5958 attention: Shanelle

Membership Directory & Spotlight Sponsor Web Feature

VAD membership Directories are now available by request to VAD members by calling 780-488-9088 or email vad@vadsociety.ca. This is a list of all corporate and organizational members to make it easier for VAD members to connect with each other.



Together, We Hold the Power!

Full Participation - Accessibility - Equity



www.vadsociety.ca; vad@vadsociety.ca
 Follow us on Facebook and Twitter: @VADisabilities

The member directory can allow members to reach out and learn more about the community, it can help boost member engagement and give other members a way to break the ice. It is also a great way to advertise your products and services to our community with incentives and discounts. Ask about how to advertise or put your logo in the directory.

VAD's new website features a Spotlight Sponsor web feature. Ask about how you can be featured on our home page in this new web feature, only VAD Members get spotlight privileges.



pre-employability services, wage subsidies, work placements and employer awareness initiatives to encourage employers to hire persons with disabilities. The Opportunities Fund is delivered across the country by Service Canada Centres, in partnership with organizations in the community.

Application period
 This Call for Proposals (CFP) is open for 8 weeks. You can apply between May 30, 2022 and July 22, 2022 at 3:00 pm Eastern Daylight Time (EDT).

We expect to give decisions to applicants by early winter 2022. For any questions and inquiries, please contact us:
 Manitoba, Saskatchewan, Alberta, British Columbia, Northwest Territories, Yukon, or Nunavut
ESDC.WT.EP.SECJ-YESS.PD.WT.EDSC@servicecanada.gc.ca
 125-10th Avenue E, Vancouver BC, V5T 1Z3

Opportunities Fund for Persons with Disabilities

<https://www.canada.ca/en/employment-social-development/programs/opportunity-fund-disability.html>

The Opportunities Fund for Persons with Disabilities assists persons with disabilities to prepare for, obtain and maintain employment. It supports persons with disabilities in overcoming barriers to participation in the Canadian labour market, and it supports employers to hire persons with disabilities. This program supports a wide range of programs and services, including job search supports,

Duty to Accommodate

https://albertahumanrights.ab.ca/publications/bulletins_sheets_booklets/sheets/hr_and_employment/Pages/duty_to_accommodate.aspx

The Supreme Court of Canada has ruled that an employer has a legal duty to take reasonable steps, in policies or conditions of work, to accommodate an employee's individual needs. This duty applies to all grounds of discrimination covered under the Alberta Human Rights Act (race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place

of origin, marital status, source of income, family status or sexual orientation).

For example, a person may be unable to work on a particular day because it conflicts with his or her religious beliefs. In such cases, the

During the month of July, we've been celebrating Disability Pride Month. What started in the United States in 1990 has become a global movement of empowerment and visibility for those with disabilities.



DISABILITY PRIDE MONTH: CREATIVITY AND COURAGE IN THE FACE OF SOCIETAL BARRIERS

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employer must try to resolve the conflict in a way that is agreeable to both parties.

However, this legal duty does not apply if the only way to resolve the problem will cause the employer undue hardship.

Undue Hardship

The Supreme Court of Canada has ruled that the employer’s hardship must be “substantial in nature.” For example, an employee who, as a result of a disability, cannot climb stairs may be required to carry boxes up a flight of stairs as part of his or her job duties. If the business has no elevator, it may be deemed an undue hardship to expect the employer to install an elevator to accommodate the employee. However, it may be possible to have another employee do that task. In exchange, the person with a disability could assume one or more of that employee’s regular tasks.

Accommodation that is reasonable in one case may not be reasonable in another. Every case should be handled and assessed in an individual manner and in consultation with employees.

Union Agreements

Unions or union contracts cannot prohibit an accommodation that is considered reasonable, even if that accommodation contravenes a collective bargaining agreement.

For example, a reasonable accommodation for an employee who cannot work a certain day for religious reasons may be to have that employee work overtime on another day at regular pay. Even though a collective agreement may prohibit regular pay for overtime work, the employer may not be bound by the agreement in this case. An employee must consider an accommodation that is deemed reasonable. Accommodation requires give and take by both the employer and the employee.

Exceptions

In some cases, an employer may not be required to accommodate employees if the discriminatory rule or condition of work can be shown to be reasonable and justifiable in the circumstances. In other cases, there may be bona fide occupational requirements (BFORs) for employment in certain positions. Employers, then, would not have to accommodate employees who do not meet those requirements.

For more information

For more information about the duty to accommodate



and related court decisions, see these Commission human rights guides:

Duty to accommodate

Defences to human rights complaints
 Please note: A complaint must be made to the Alberta Human Rights Commission within one year after the alleged incident of discrimination. The one-year period starts the day after the date on which the incident occurred. For help calculating the one-year period, contact the Commission.

Making or responding to a complaint

For more information on Alberta’s human rights complaint process, visit resolving complaints. If you have not been able to find the information you are looking for on our website, call our confidential inquiry line and leave a message with your name and a phone number where you can be reached. Confidential Inquiry Line 780-427-7661, Hours of operation are 8:15 a.m. to 4:30 p.m. Email AHRC.Registrar@gov.ab.ca (include a daytime phone number).



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**Interested in a Career in
Operations / Administration?**

Boost your resume with new skills on us!
Up to \$750 worth of professional development and certification courses

<https://osp.ab.ca/>

Did You Know?

Should you wish to donate blood through Canadian Blood Services, both the appointment process and the questionnaires that must be filled out before donating are very accessible using their IOS App with VoiceOver. Staff are very helpful and accommodating across this national service.

<https://www.blood.ca>



<https://employabilities.ab.ca/>

GROUNDWORKS ↑

**A Fresh Approach to Developing Life and Career Skills
From the Ground Up!**

Helping YOU Reach Your Individual Potential

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Employment and Skill Development Program

We are expanding services!

The new Employment and Skill Development Program is designed to support individuals with disabilities with or without diagnosis (self-disclosed), including physical, cognitive, and mental health disabilities that might have been impacted by the Novel Coronavirus (2019-ncov).

This program assists clients with a variety of workshops to develop a career plan that matches their individual employment goals, building employment-related skills and empowering active participation to find employment. Selections' ultimate goal is to help these individuals gain independence in employment settings, confidence in their ability to contribute to society, and of course, competitive employment!



Selections Career Services: <https://www.selectionscareer.com/services-for-individuals>

Prospect: <https://buff.ly/2UE0Zfh>

**WALT DISNEY
WAS FIRED
FROM A
CARTOONING
JOB BY A
NEWSPAPER
BECAUSE HE
“LACKED
IMAGINATION.”**



PROSPECT

Break barriers. Employ change.



The Province of Alberta is working in partnership with the Government of Canada to provide employment support programs and services.

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