



... for the Educator

## Employment Supports

The Arc Ontario provides a range of services and supports to people at different stages of their employment journey. Whether someone is just starting to explore employment or has already found a job, they can benefit from the available services. The Arc Ontario works with several funding streams, mainly through ACCES-VR and OPWDD, and caters to the varying needs of adults and students. Our services have been very successful in helping people find and maintain employment. In 2022, 86% of people enrolled in OPWDD Supported Employment had competitive, gainful employment for part of or all of the year! Here is a brief summary of the services offered to eligible job seekers as well as those currently employed.

### **Job Placement**

Job Placement services assist individuals interested in competitive employment in finding a job in their field of interest. Trained staff review vocational plans, provide support throughout the job search process (including resume writing, interview practice, and application completion), and help secure employment.

### **Job Coaching**

Job coaching involves personalized vocational training for individuals who have secured employment. A Job Coach accompanies them to their workplace and helps them adapt to their new position. Job Coaches work closely with the employee to ensure they understand job requirements and perform tasks successfully. They reinforce work site policies and procedures, offering assistance when new tasks are introduced or retraining is needed.

### **OPWDD Employment and Training Program**

The Employment Training Program (ETP) offers paid on-the-job internships for people with intellectual disabilities and/or Autism. ETP interns gain work experience, attend seminars to prepare for competitive employment, and may have the opportunity for continued employment at the internship site upon successful completion.



*Ian utilized The Arc Ontario's Employment Supports to launch his new career at Mr. Tire in Geneva, where he completes tire rotations, oil changes and other critical duties around the shop.*

### **Community Based Workplace Assessment**

This service includes the development of a work site observation determined by one's strengths and interests. Two or more different work or community sites may be arranged if that is needed for assessment purposes. Assessment sites are community based businesses or integrated locations. Recommendations will be made based on the person's unique factors, including strengths, needs, and interests. This may be for further skill development or a skill driven career path.

### **Community Work Experience**

This service is designed to provide paid work experiences (internships) and may have coaching supports. Work experiences provide people with hands on involvement that can then be reflected on their resume.



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## **Job Exploration Counseling**

Job Exploration Counseling provides students with a variety of opportunities to gain information about careers and assists with uncovering personal career interests. This service can include a variety of activities such as learning about in-demand industries as well as nontraditional employment and entrepreneurship, the skills needed in the workplace, learning about careers from people in different business sectors and completion of vocational interest inventories.

## **Counseling on Opportunities for Enrollment in Comprehensive Transition or Post-Secondary Educational Programs at Institutions of Higher Learning**

This service provides information and guidance on a variety of post-secondary education and training opportunities. Students and their families can learn about community college degree and certificate programs, universities, how to identify and access accommodations, and learn about individualized student strategies to support a smooth transition to post-secondary education. Education will be provided on technical/trade school options, the military and other post-secondary options for students with intellectual/developmental disabilities.

## **Workplace Readiness Training**

Workplace Readiness Training provides an opportunity for students to learn about the skills that employers expect from their employees to help set them up for success. Lessons include a variety of topics, such as financial literacy and job seeking skills, as well as participation in mock interviews. Students will also learn how to complete job applications and explore the effects of social media profiles on employment.

## **Work-Based Learning Development**

Work-Based Learning gives the student the opportunity to participate in a time-limited paid or unpaid work experience. In turn, the student gains work experience in a competitive, integrated work setting and is able to network in an actual business environment consistent with their career goals and vocational interest.



Stay tuned for more! We'll be highlighting all of our innovative programs and services available for people with intellectual and developmental disabilities or other challenges. It is our hope that these editions of The Arc Apple will provide teachers with the resources they need to support their students to achieve independence and active citizenship.

View previously published editions at [www.thearcontario.org/arcapple](http://www.thearcontario.org/arcapple).



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