

**In response to the labor shortage: “Connect, Coach and Match!”**

**Quebec, May 22, 2019** –The second edition of “Connect, Coach and Match!” was held from May 6 to May 20, 2019. The project was coordinated by the ROSEPH, a non-profit group representing Supported Employment Services for people with disabilities, and funded by SPHERE (Support for People with a Handicap Exploring the Road to Employment), thanks to the support of the Government of Canada, through the Opportunities Fund for Persons with Disabilities. This year, the project has empowered close to 65 businesses in several regions of Quebec (Côte-Nord, Mauricie, Laurentides and Montérégie) to hold workplace mentoring activities, organized with local Supported Employment Service’s help. The goal was to create the perfect match between employers and job seekers, with an objective of hiring and long term employment.

More than 70 job seekers, who had difficulty finding or keeping a job because of a particular physical, mental or intellectual condition (e.g. AD / HD, anxiety, learning disability, physical disability, etc.) had the opportunity to receive support from an employment organization in their region during these two weeks of activities. They were able to get their employment profile assessed, benefit from job preparation help and individual coaching (to explore skills related to job areas), confirm their interest in working in the area, as well as get help with work integration, if needed. Employers had the opportunity to learn more about the candidates by discovering their skills and abilities with open access to an employment organization’s support at all stages of the process, until the candidate is retained. For more details and testimonials, [www.sphere-qc.ca/en/services/employers/connect-coach-and-match/](http://www.sphere-qc.ca/en/services/employers/connect-coach-and-match/)

*The Project is inspired by 'MentorAbility', from the Canadian Association for Supported Employment (CASE). In Quebec, the deployment of 'MentorAbility' is directed by SPHERE. It was tasked with setting up nearly 100 new mentoring projects and assisting employability organizations with the program.*

**Quotes**

“SPHERE is proud to support inspiring projects such as *Connect, Coach and Match!*, because they bring not only significant economic and social benefits, but also help to display the adapted support available to every employer and job seeker through a wide network of professionals who often work in the shadows. Professionals everyone deserves to know better.” *Nancy Moreau, Director, SPHERE*

*“Connect, Coach and Match!* was developed to meet two needs: concrete support to employers in their labour search by combining their needs in a personal way, and demystify recruitment in a little known labour pool – people with disabilities, which would gain to be better recognized. Due to current labor shortage situation, the project is an opportunity worth seizing” *Laurence Marin, Director, ROSEPH*

« We were honored that our local supported employment service has provided us with the opportunity to make a significant contribution to the employment integration journey of someone who has proven to be motivated and enthusiastic. Jiny brought her wonderful energy, openness, and commitment into our team. » *Gina Colombini, Director, National Bank*

« What I want to say to employers is: do not hesitate to hire people with special needs; you will gain from this, because the person you hire will be grateful and productive at work. » *Jiny Roy, a perfect match!*

## Highlights

- "People with disabilities are three times more likely than people without disabilities to be unemployed or excluded from the labor market."<sup>1</sup>
- "Nearly 3.8 million Canadians or 13.7% identified themselves as living with a disability in 2012."<sup>1</sup>
- "According to a BMO survey, 77% of small business owners who have hired people with disabilities said that these employees met or exceeded their expectations."<sup>1</sup>

## About ROSEPH

The ROSEPH is a non-profit group representing 23 Supported Employment Services for people with disabilities whose primary mission is to promote the integration and job maintenance of persons with disabilities. [roseph.ca](http://roseph.ca)

## About SPHERE

SPHERE is a Canadian non-profit organization whose mission is to foster labour market integration of people in a professional disability situation. SPHERE has funds and expertise to provide personalized financial support for employment integration projects. SPHERE, member of the Canadian Association for Supported Employment (CASE), is responsible for the Quebec component of the "MentorAbility" offensive. The Quebec project "Connect, Coach and Match" is funded in part by the Government of Canada, through the Opportunities Fund for Persons with Disabilities. [sphere-qc.ca](http://sphere-qc.ca)

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## Source

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1. Brisbois, Richard. 2014. "Business Benefits of Accessible Workplaces". Ottawa: The Conference Board of Canada. En ligne. <http://www.conferenceboard.ca/e-library/abstract.aspx?did=6264>