

ABOUT RCD

We are a Non-Profit Organization improving the independence and quality of life for people with disabilities in our community through education, resources, services, and promotion of public awareness. By empowering Canadians and keeping with the **Independent Living (IL)** philosophy, the goal is to achieve equal access through reducing and removing barriers.

What a Successful Participant-Employer Relationship Looks Like:

- **Respect and understanding** of different perspectives for both parties
- Greater **communication** between Participant and Employer

By providing a successful back and forth communication process, we will ensure the Participants and your business will benefit equally.

CONTACT US

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Canada



Richmond Centre for Disability
Maximizing Independence

EMPLOYMENT EMPOWERMENT PROJECT



EMPLOYER INFORMATION



The **Employment & Empowerment Project (EEP)** is for Youth (between the ages of 16 - 30) who face **Employment Barriers**.

- We provide our Participants **paid work experience** and gain new skills to successfully transition into the labour market.
- The EEP allows local businesses to grow without stretching the budgetary limitations of their company.
- Participants of the EEP will navigate meaningful, gainful, and sustainable employment in the future.

WHAT WILL HAPPEN DURING THE 12 WEEKS?

We will form a partnership with local Employers providing a 12-week job placement for the Participant. The Employer and Participant will sign an employment contract. A **minimum requirement of 30 hours of work experience per week.** We are funded by the Government of Canada and will subsidize the **minimum wage the 12-weeks.**

How You Can Be Apart of It

- Opportunity for a position at your company
- Providing worksite visits for RCD EEP Staff to better accommodate the Participant
- Engaging with RCD to analyze job requirements and customized needed accommodations for paid employment
- Provide feedback and suggestions to RCD and Participant directly
- Being reasonably accessible and flexible

STEPS TO BECOME AN EMPLOYER FOR AN EEP PARTICIPANT:

1. **Contact us** to let us know what position your business is looking to fill, including a job description
2. If we have Participants with experience or interest in the area you are looking for, we will send you their resumes to review
3. After reviewing the resumes, you may contact us and/or the Participant directly to set up an interview
4. After the interview process, please let the Participant and/or EEP know if they are hired - keep in mind the wage subsidy covers **30 hours per week for 12 weeks**
5. We will provide a work placement contract, including the schedule and plan to reimburse wages
6. **You have a new Employee!** We will be available to provide support with the Participant
7. EEP will arrange time for site visits
8. EEP will provide evaluation forms and ask Employers to perform performance evaluations; the employer will have the option of offering the candidate **sustainable employment**

WHAT EEP OFFERS

- Paid work experience for **30 hours per week for 12 weeks** at minimum wage
- Opportunity for innovation and promotion of an inclusive workplace
- Building the local economy and your business
- Fill the Employer's need for the position with no cost to you

SUPPORT

- Aiding Employers to better accommodate the needs of Participants
- Prepare Participants with performance expectations, pre-employment preparations, on-the-job-support, and evaluation
- Matching the Participants to the Jobs, creating a **network of opportunities**
- Maintain success of both Participant and Employer

BENEFITS FOR YOU

- **12-week full wage subsidy**
- Increase productivity
- Reduce overall employee workload
- Discover new talent
- Foster leadership skills in current employees
- Building and strengthening community connections
- Finding the right person to fill a permanent position