



## What We Offer

- **Paid** work experience for up to **12 weeks** for **30 hours/week**
- 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 employees
- Prepare candidates with performance expectations, pre-employment preparation, on-the-job support, and evaluation
- Fit and match candidates to potential employers by creating a **network of opportunities**
- Maintain the success of both the candidate and employer

## Benefits For You

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



# Richmond Centre for Disability

*Maximizing Independence*

## EEP Information Package – EMPLOYER

### RCD - What We Do

The Richmond Centre for Disability (RCD) is a non-profit organization improving the independence and quality of life of people with disabilities in the 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.

### Employment and Empowerment Project (EEP)

By providing our candidates with paid job experience, we help marginalized youth (aged 15 to 30) gain new skills and abilities to successfully transition into the labour market. This project also allows local businesses to grow without stretching the budgetary limitations of their company. Candidates in this project will navigate meaningful, gainful, and sustained employment.

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## What Will Happen During the 12 Weeks?

Throughout this project, we partner with local employers providing a 12-week placement for the candidate where the employer puts the candidate on their payroll and treats them like an employee. RCD will reimburse the employer 30 hours/week. You could think of it as a paid internship where you do not need to pay!

## How You Can Be a Part of It

- Opportunity for a position at your company for **sustainable employment**
- Providing **worksite** visits for RCD project staff to better accommodate for the candidate
- Engaging with RCD to analyze job requirements and customize needed accommodations for paid employment
- Provide continuous feedback and suggestions to RCD and candidate(s) directly
- Being reasonably accessible and flexible

## What a Successful Candidate-Employer Relationship Will Look Like

- Respect and understanding of different perspectives for both parties
- Greater communication between candidate and employer
  - By providing a successful back and forth communication process, we will ensure that the candidate(s) and your business/organization will benefit equally

- 1 **Contact us** to let us know what sustainable position your business is looking to fill: HR, administrative, operational, IT, etc. (A job description is required).
- 2 If we have participants with experience in the area you are looking for, we will send you their **resumes** to **review**.
- 3 After reviewing the resumes, you tell us which candidates you would like to interview. We will work to set up the interview with the candidate(s).
- 4 Let us know who you have selected and their work schedule, keeping in mind that the wage subsidy covers **30 hours per week** for up to **12 weeks** at minimum wage.
- 5 We will then provide a work placement contract, including the **schedule** and the **plan to reimburse wages**.
- 6 You onboard the candidate as your employee! We will be available to help with the work placement in any way we can.
- 7 Keep in mind that you will have to train the candidate and we would need to arrange times for site visits.
- 8 We will provide you with evaluation forms and ask you to perform performance evaluations at the end of placement. You have the option of offering the candidate a sustainable job.

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