

Autism, intellectual disabilities

and

EMPLOYMENT



With free services from a job coach, employers and employees both benefit!

FEARS



“These employees may be less productive.”



REALITIES



Employers report satisfaction with these employees on multiple dimensions:

- efficiency;
- low rates of absenteeism;
- motivation and involvement at work;
- quality work.

“Including them in the workplace will be expensive.”



More than half of these employees do not generate any additional costs, and a third require adaptations that cost less than \$500.

The retention rate of these employees is 7 times higher than that of the average Canadian employee. This represents savings in training costs.

“These employees may not follow safety rules and procedures.”



With appropriate training, these employees can follow instructions with precision, including those related to safety in the workplace.



Job coaches offer support to businesses willing to hire people with autism or with intellectual disabilities

CHALLENGES



“I don't know how to evaluate their employee profile.”



Job coaches can help you to find a person whose profile meets your needs.

“I don't know how to train and supervise this employee.”



Job coaches can help you:

- **adapt your** training to your employee's needs
- to **support** your employee in organizing his/her tasks
- **clarify** your expectations
- **adjust** your instructions so they are understood

“I don't know how my team will react to this new employee.”



Job coaches offer **sensitization and awareness activities** for employees to facilitate communication and inclusion of these employees in your team.

“I will not know what to do if problems arise after hiring.”



Job coaches remain available to offer you support on an ongoing basis.

Connect with a job coach to find a candidate who meets your needs!

Greater Montréal: Action main-d'oeuvre
(514) 721-4941 – www.actionmaindoeuvre.ca
Across Québec: ROSEPH
(514) 668-8295 – www.roseph.ca



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