

Employer Resource List

Toolkits to Support Inclusive and Autistic-Inclusive Hiring:

Hire for Talent

<https://www.hirefortalent.ca/>

- An employer toolkit that shares best practices from disability-confident employers. It provides practical tips and strategies on successful recruitment, hiring, inclusion and retention of people with disabilities.

RWA Works

<http://readywillingable.ca/employers/rwa-works/>

- A free resource hub, providing the know-how and resources to support businesses in hiring employees with an intellectual disability or Autism Spectrum Disorder. Includes a series of introductory level courses that cover a variety of topics on inclusive employment, and are publicly available and available in both English and French.

A Practical Toolkit to Help Employers Build an Inclusive Workforce

https://www.mentalhealthcommission.ca/sites/default/files/2019-01/aspiring_workforce_toolkit_2019_eng.pdf

- This toolkit is meant to help human resources (HR) professionals and those with HR, wellness and diversity responsibilities to increase accessibility and inclusiveness. Section 1 is an organizational self-assessment that will help you pin down what your organization is already doing well and where there are areas for improvement.

Guarding Minds at Work

<https://www.guardingmindsatwork.ca>

- A workplace Guide for Psychological Health and Safety with downloadable PDF resources for complete guidance on how to assess, take action and evaluate psychological health and safety in your workplace.

Community-Based Employment Service Providers:

Calgary Employment First Network

<http://www.calgaryemploymentfirst.ca/about-us/>

- The website includes employer resources for inclusive employment and a list of service providers dedicated to helping Calgary businesses recruit and include employees with disabilities.

Canadian Association for Supported Employment

<https://supportedemployment.ca/about-us/our-members/>

- A Member Directory of the national association of community-based service providers and stakeholders working towards the employment inclusion of people with disabilities across Canada.

Community-Based Employment Readiness Programs:

EmploymentWorks

<https://employment-works.ca/>

- EmploymentWorks is a program that offers employment preparedness training and support, combined with job sampling and hands-on experience, to adults with autism and other disabilities. With organizations across Canada offering this program, EmploymentWorks provides employers nation-wide an opportunity to meet tomorrow's employees today!

Spectrum Advantage

<https://thespectrumadvantage.com/potential-employers/>

- Spectrum Advantage is a Calgary-based four-month work experience program that helps employers see the advantages of hiring autistic employees. The unique qualities of autistic minds often make for excellent employees. Spectrum Advantage offers companies an opportunity to connect with an untapped, undiscovered talent pool and benefit from their specialized skills. The program offers qualified individuals the opportunity to gain valuable professional work experience.

MentorAbility

<https://www.supportedemployment.ca/mentorability>

- MentorAbility is a national supported employment initiative that provides an opportunity for education and awareness to be shared between employers and people experiencing a disability in communities across Canada. This initiative offers a unique mentoring experience in which job seekers with disabilities (Protégés) are matched with individual mentors (employers or business leaders) – to explore different career pathways and opportunities in their desired field of interest.

Companies

auticon

<https://auticon.ca/>

- The auticon business model is based on that of classic IT consultancy: highly talented IT experts are employed by auticon on a permanent basis. Each consultant's particular skill set is then matched to a specific client project, and clients are charged a day rate that matches prevailing standards. The extraordinary talent of its autistic consultants is what makes auticon unique: pattern recognition, sustained concentration, exceptional attention to detail – these are just some of the cognitive strengths that deliver extra benefit to auticon's clients.

Spectrum Productions

<https://www.productionsspectrum.com/services>

- Spectrum Productions runs a social enterprise production company that uniquely employs individuals on the Autism Spectrum in all aspects of film and media production.