

## ***Frequently Asked Questions by Employers***

### **What are developmental disabilities?**

Developmental disabilities include a complex group of disorders that cause physical impairments, intellectual disabilities, speech disorders and medical conditions. Some of the more common developmental disabilities include: Down Syndrome, Autism Spectrum Disorder (ASD), Asperger Syndrome and Cerebral Palsy. Approximately two percent of the population are affected by severe developmental disabilities.

### **Will the individual be unreliable?**

Studies show that those with disabilities have better attendance records than their counterparts.

### **Will they be hard working?**

In a word – yes. But don't take our word for it. Mark Wafer, owner of seven Tim Hortons restaurants and employer of 40 staff with disabilities has told us this: "Several of my employees with disabilities have been employee of the year. All are in meaningful positions with competitive salaries." For more info, watch [the Don't Dis My Ability video](#).

### **Will they leave after just a few weeks?**

Studies suggest that employees with disabilities stay five times longer than the average employee, dramatically reducing turnover costs.

### **Where else do your clients work?**

The people whom we serve work at a variety of companies in various sectors, including: UPS, IGA, VanCity, Suki's, Dick's Lumber, Choices, Goodbye Graffiti, Meridian Meats & Seafood, Thrifty Foods, Value Village, Fido, Stepping Blocks Children Center, Budget Brake and Muffler, Starbucks, Joe's Table, McDonalds, Taqueria Playa Tropical, White Spot, Dollar Tree, Skynet Wireless, Metro Ford, Elizabeth Fry Society and many more!

### **Are there any extra tax forms or documents I need to know about?**

No, the paperwork used to hire any employee is all that is required.

### **Do you offer training – First Aid? Food Safe? Workplace Hazardous Materials Information System (WHMIS)?**

We are able to assist with certification in all of these areas. We can assist individuals to study and take the certification online, or we can support them to register for in-person sessions.

### **Can we still have an interview?**

Yes, it's essential that you assess the candidate's suitability for the role and make your decision to hire on that basis. However, we know that traditional interviews can present barriers to candidates. We work with employers to examine recruitment process and support any adaptations that can help that candidate shine, and give you the best possible insight into their qualities. There are many ways to achieve this, please give us a call if you want to discuss your needs in detail.

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### **What will happen if we have to terminate the person's employment?**

We support people to find real work, and that means having authentic experiences in every sense of the word. The reality is that jobs don't last forever, for any number of reasons. Because we support candidates and their employers through every step of the process, we are invariably involved if there are challenges to work through. If the job is ending, our goal is to support both parties to move forward in a way that feels positive, and to find the learning in each experience.

### **How long will posAbilities provide support for?**

We are available to provide support on request by the employer or employee for up to three years following placement. For example, employers may call on us to provide some additional training or support if there are workplace changes or new job duties well after employment begins.

### **In what areas are your job seekers looking for work?**

We have provided candidates from Vancouver, throughout the Lower Mainland and into the Fraser Valley. Our candidates are willing to travel! If we don't have a candidate for your location, we can connect you with our network of agencies who will.

### **What are the benefits of working with a CARF accredited organization?**

posAbilities' relationship with CARF and our standing as an accredited service provider obliges us to maintain and continue to enhance service as measured by over 900 standards by which we are evaluated at least every three years.

The CQI (Continuing Quality Improvement) Officer/Designate apprises CARF (Commission on Accreditation of Rehabilitation Facilities) regularly of our operational and administrative conformance to those standards and further develops and implements plans for improvement.

Key elements of CQA (Continuing Quality Assurance) responsibilities include, but are not limited to:

- Accreditation and our relationship with CARF
- Developing and refining Outcomes Management and Quality Assurance systems
- Developing, implementing and analyzing staff training programs
- Facilitating the Complaints Resolution Process

Should you have any questions or feedback regarding our relationship with CARF, or our commitment to Continuing Quality Assurance, please do not hesitate to contact us at [PESfeedback@posAbilities.ca](mailto:PESfeedback@posAbilities.ca)

### **Are there any additional training costs?**

We will provide new hires with any additional training they may need. There are no costs to employers and our experience suggests that your company can increase productivity and profit through diversifying your workforce. We are happy to explain how this happens!

**If you have any other questions, please feel free to email [employment@posabilities.ca](mailto:employment@posabilities.ca) or call our office at 236-471-0444 to have a conversation.**