

Frequently Asked Questions by Job Seekers

Do participants need to have a diagnosed disability?

We welcome everyone's interest, although we specialize in working with those on the autism spectrum with Asperger's Syndrome and those with developmental disabilities.

Do you offer services to individuals under 18?

In line with studies showing the importance of starting to think about and even entering the world of employment as a teenager, we offer the Impact Youth Employment Research Project. [To find out more, click here.](#)

Can anyone find employment?

If that is your goal, then yes. Anyone who wants to find real work has the right to pursue it, and our role is to find a sustainable match between you and an employer. If we think there are things you can do to improve your chances, we will talk to you about that and help you get connected to other resources that can assist.

I don't know what I want to do. Can you help with that?

One of the pre-employment stages of our process is called Discovery. The purpose of these sessions, which vary in length depending on the individual, is to assist you in discovering what you would like to do. The conclusion may not be exact, for example "I want to be an accountant", but the discovery module will point the employment specialist in the right direction. Themes such as working with computers, limited interaction with customers and/or working outdoors will emerge. These themes assist the employment specialist to identify the correct sector and to begin the job search.

Will working affect my PWD?

If you collect PWD you are still allowed to earn money, and the government has made it easier for people to do so. We will provide you with up to date information about how to report your income, and any other information you need to ensure you understand what is required.

Do you provide transit training?

Once you have secured a job, our trained staff will assist you to learn how to transit safely to work and back.

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 you to register for in-person sessions.

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What process is used to select employers? How do you know they will be the right fit?

Through our Discovery process, we help you to identify the areas you would like to work in. We then approach employers in those fields via phone, email or most often, in person. Building relationships with companies who value diversity helps us to find sustainable, successful placements.

Do I have to tell an employer I have a disability?

The choice is yours. Disclosure in regard to a disability is a personal decision.

How much does your service cost? How are hours accounted for?

Our services are primarily funded through Community Living British Columbia (CLBC). When a person is referred to us from CLBC, there is no cost for our service. However, some job seekers may not be eligible for a referral this way. For those individuals, we are able to offer some or all of our services on a fee for services basis. Please contact us directly to discuss this in more detail.

Do you support people on the autism spectrum?

Yes. Our team of Employment Specialists have extensive experience supporting job seekers with autism.

Which employers do you work with?

Although we have established a broad ranging network with businesses across all sectors of the labour market, our team is constantly seeking new relationships with employers who value diversity in their workforce. You can see the diversity of our employer contacts on our homepage, with some of the great feedback they have given about the candidate they hired through our service.

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