

INFORMATION FOR APPRENTICES

RESPECT



OPPORTUNITY



GOOD PAY



**MAKING ACCOMMODATIONS FOR PERSONS WITH DISABILITIES:
CREATING WIN-WIN OPPORTUNITIES FOR
SUCCESS AT THE WORKPLACE**

WWW.CAREERSINTRADE.CA



**Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage**

www.caf-fca.org

ARE YOU STRUGGLING AT WORK AND WONDERING WHAT YOU CAN DO?

HAVE YOU CONSIDERED ASKING YOUR EMPLOYER FOR A WORKPLACE ACCOMMODATION?

The Canadian Apprenticeship Forum-Forum canadien sur l'apprentissage (CAF-FCA) asked apprentices and journeypersons with disabilities about their experiences with accommodations at the workplace. When asked what advice they would give to others here's what they said:

Learn about the accommodations that you need

- Accommodations can include modifications to a workstation, a more flexible work schedule, and more time to complete certain tasks. A wide range of specialized equipment and tools are also available.
- When doing technical training apprentices can also access learning supports such as tutoring, audio module software, and exam readers. Investigate what your technical training institution has to offer.
- Accommodations for the apprentices and journeypersons CAF-FCA talked to included:
 - more time when reading manuals,
 - supports such as tutoring, learning aids, laptops, and wireless devices,
 - assistance with examinations,
 - additional explanation when learning new tasks, and
 - modification of job duties.

Don't be afraid to ask for accommodations

- Employers want their staff to be productive in the workplace. If you can be more effective at your job by asking for an accommodation, then everybody wins.
- Many accommodations can be implemented at minimal cost.
- Explain to your employer what your limitations are and be open to working with him/her to develop a solution that meets both of your needs.

Plan ahead

- If you need accommodations during your technical training, make sure you investigate what arrangements are required by the institution and have everything in place so you don't miss class.

Find a mentor

- Always remember you are not alone. There are many apprentices and journeypersons with disabilities who have successfully navigated through the accommodation process.
- Connecting with people who have trade-specific experience is important. Asking someone about their experiences may help you with tips and advice.



WHAT APPRENTICES AND JOURNEYPERSONS TOLD US

Apprentice Welder

“My work is challenging and at the end of the day I get to see something that I built. I am proud of what I do.”

Painting company supervisor

Ken is a supervisor for a commercial painting company in Manitoba. As a result of an injury, he is unable to climb ladders or do any heavy lifting. Ken, Worker's Compensation Board, and his employer have worked together to adjust his tasks to accommodate his disability. For example, he has worked with his employer to limit the amount of time he has to spend on his feet. Overall, he says, his employer has been good at working with him to match his job duties to his abilities. Still, Ken feels that persons with disabilities often have to have a lot of determination and inner strength to work in their field.

Carpenter

Ted works for a city in Manitoba as a carpenter. He has a hearing disability, but is able to communicate with other staff through the use of a wireless device and interpreters. For him, it was a relatively easy process to get the accommodations he needed to effectively do his job. Still, Ted says that more work needs to be done to educate employers about persons with disabilities: “I would like to see the...businesses [educated] about persons with disabilities.”

Apprentice Electrician

“Government could start its own mentoring system for apprentices.. [for] people with learning disabilities in the workplace. If the government had this kind of system, it would probably help a lot of people.”



WANT TO KNOW MORE?



Examples of accommodations for specific disabilities

can be found in the Job Accommodation Network's searchable database at www.jan.wvu.edu/soar/index.htm.

National Educational Association of Disabled Students

offers a number of resources:
www.neads.ca/en/.



Youth Ability in the Skilled Trades

promotes the skilled trades as an open door for youth with disabilities and hosts a database of disability organizations, employment programs, references, and many other links for your information:
<http://yast.workink.com/linksdatabase.shtml>.



See your province/territory's apprenticeship website

for more information on accommodations and other supports available. You can also check out the Red Seal website www.red-seal.ca/Site/index_e.shtml, and the CAF-FCA Apprentice Trades website at www.apprenticetrades.ca/en/.



**For more information
about apprenticeship and career
opportunities in the skilled trades:**

WWW.CAREERSINTRADES.CA/YOUTH/

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