

INFORMATION FOR YOUTH

RESPECT



OPPORTUNITY



GOOD PAY



**OPPORTUNITIES FOR PERSONS WITH
DISABILITIES IN THE SKILLED TRADES**

WWW.CAREERSINTRADE.CA



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

www.caf-fca.org

ARE YOU INTERESTED IN A CAREER THAT OFFERS RESPECT, OPPORTUNITY, AND GOOD PAY?

DO YOU WANT TO WORK IN THE SKILLED TRADES, BUT FEEL YOU WON'T GET THE SUPPORTS YOU NEED?

In a recent study by the Canadian Apprenticeship Forum-Forum canadien sur l'apprentissage (CAF-FCA), apprentices and journeypersons with disabilities working in the skilled trades were asked what advice they would offer to others interested in the trades as a career. Here's what they said:

Explore your career options

- Find a trade that interests you and that fits your strengths and abilities. Be open to looking at a range of options.

Promote your strengths to employers

- Be sure to emphasize your strengths and capabilities. Do not focus on what you can't do.
- Show your employer that you are highly motivated and want to learn.

Ask for the accommodations that you need

- 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.
- Technical training institutes offer supports for persons with disabilities. Educate yourself about what is available.

Find a mentor

- 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.



MYTH VS. REALITY

based on CAF-FCA research and what apprentices and journeypersons told us:

Persons with disabilities can't work in the skilled trades

- Not true! There are many apprentices with disabilities who pursue on-the-job or technical training.
- Many apprentices with disabilities we spoke to are currently working in the skilled trades as welders, machinists, mechanics, electricians, and plumbers. They find their careers interesting and satisfying.
- “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.” Apprentice Welder Alberta

There is no help available

- There are supports for apprentices. For example, during technical training, colleges across Canada offer supports such as exam readers, tutors, and learning aids for apprentices with disabilities.
- Apprentices can also request accommodations from employers.

I am afraid I'll never pass the exam to get certified

- Many provincial/territorial apprenticeship branches allow for exam accommodations. Exam readers can be made available or extra time can be given. Apprentices do have the opportunity to re-take their examinations.



WANT TO LEARN MORE?



Services for People with Disabilities

Guide to Government of Canada Services for People with Disabilities and their Families:
www.pwd-online.ca/pwdcontent.jsp?&lang=en&fontsize=0&contentid=28.

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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