

WHAT IS A BARRIER TO EMPLOYMENT?

Barriers that may make finding work challenging include:

- No High-School Diploma or GED
- Outdated training
- Disabilities
- Origin or background; visible minority
- Age
- Health concerns; past drug or alcohol problem
- Living in remote or rural location
- Being a single parent
- Having low levels of literacy and numeracy
- Language barriers
- Street involvement
- Contact with the justice system, child welfare, or other social assistance systems
- Homeless or at risk of losing home
- Lack of social support
- Poor self management

Before making judgments, it is important to try and put yourself in- to someone else's shoes.

Ask yourself how *your* life would be if your circumstances changed and you were faced with one or more of these barriers.

Barriers challenge an individual, but they do not make the individual any less of a valued employee.

*All Programs are subject to eligibility and budgetary availability.



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Find out more about...

Removing Barriers to Employment

Creating Opportunity

Wage Subsidy Program

Employment Supports Program

Paid and Unpaid Job Trials

Tel: 807-737-1672



Who are these programs for?

These programs are geared for clients who are challenged or face barriers to employment. What's a barrier? Take a look on the reverse side to find out. Perhaps an individual has a poor work history, has outdated training, or lacks relevant experience. These programs, through collaboration with employers, aim to get these individuals noticed and give them a chance to prove themselves as a skilled and valued employee.

How can I access the programs?

Call, drop in, or email Sioux-Hudson Employment Services with any questions or ideas you may have. Set up an appointment with an Employment Counselor to discuss options and to determine if you are eligible for the programs.

What are the Benefits?

- **Savings in the cost of training**
- **Savings in the cost of recruiting time and advertising**
- **Having Sioux-Hudson Employment Services act as a support and mediator during the process**

Wage Subsidy Program

This incentive program is designed to help multi-barriered individuals get back to work. Through coordination between the client, a potential employer and us at Sioux-Hudson, we offer to pay a set amount of the client's wage for a set period of time when the client commences employment. The amount and time period varies, and is negotiated and agreed upon beforehand. At the end of the designated time period, the employment is evaluated by the employee and employer. If both parties feel the employment is a good fit, the employment continues. If there are concerns however, there is no penalty for ending the relationship and moving all parties forward from the learning experience.

Employment Supports Program

This program is designed to remove specific barriers to employment and is quite flexible. It offers financial assistance to provide specific needs for a client that will result in employment. Examples of supports include the purchase of proper work attire such as a uniform, a hard hat, or steel toe boots. Other assistance could be for training such as First Aid or CPR.

Job Trial Program

Volunteer

Through collaboration with a client and an employer, a job trial period is set up on a non-paid, volunteer basis with the hopes of at least one of the following outcomes:

- 1) Gained experience and knowledge.
 - 2) Possible paid employment.
- Many clients show interest in this program as a way to gain skills and get noticed.

Paid

Sioux-Hudson Employment Services offers to pay an employee's wage for a set period of time. After this period passes, the employment is reviewed and if suitable, the employment will continue. This program offers employers the incentive to take a chance on an individual they may not have originally considered for employment.

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