

# L'Interface

## L'Interface

*Soutien à la personne handicapée en route vers l'emploi*

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## MESSAGE FROM THE CHAIRMAN

Dear partners,

We are very pleased to present SPHERE-Québec's first bulletin: *L'Interface*.

Many among you already know that Soutien à la personne handicapée en route vers l'emploi (SPHERE-Québec) (Support for disabled persons seeking employment) works every day to facilitate the integration of disabled persons in the workforce by maintaining a constant collaboration with many local, regional and national partners committed to this noble goal. Therefore, SPHERE-Québec continues to bring leverage with open mindedness and complementarity.

With *L'Interface*, SPHERE-Québec wishes to share publicly success stories about the integration of disabled persons in the workforce of all parts of Quebec and also wishes to put the spotlight on some of our partner's interesting initiatives around innovating projects.

Everyday, SPHERE-Québec works hard to play a determinant part in socio-professional integration of people with disabilities. This is why SPHERE-Québec wishes to pursue a close collaboration with diverse organizations and authorities such as Specialized Labour Services (SSMOs), rehabilitation centers, CAMO pour personnes handicapées, Associative movement of the people with disabilities, government agencies, especially Service Canada, Office des personnes handicapées du Québec and Emploi-Québec.

In conclusion, I wish to thank the members of our board of directors, the staff and our dynamic executive director who allow SPHERE-Québec to carry out its mission.

Enjoy your read!

Martin Trépanier

Chairman



Martin Trépanier

## A WORD FROM THE EXECUTIVE DIRECTOR

It is with pride and joy that we present the first issue of SPHERE-Québec's bulletin: *L'Interface*. We think that it is time now more than ever to continue to share one and other's success stories regarding the integration of people with disabilities.

First, let me tell you about what is presently going on at SPHERE-Québec. As you know, we are mostly concerned about the needs of our clientele; therefore, a couple of months ago, SPHERE-Québec started an evaluation of its service proposal.

This will allow us to know the satisfaction level of the people with disabilities who participate in our measures, and how satisfied are the partners and employers who collaborate with us. Consequently, it helps us think of better ways to meet the needs of our clientele.

In addition, we are very pleased to have reached our goals for the year 2007-2008. In other words, over 630 people with disabilities in the province of Quebec have been supported in their individual journey to integrate the workforce.

There is nothing better than talking about a real life experience to illustrate our results. In this first issue of *L'Interface*, you will learn about two success stories that show both the creative genius of some partners and the determination of people with disabilities.

The first story about Le Grimoire microbrewery shows among other things how being creative can allow an employer to meet a need for manpower while giving people with disabilities the opportunity to develop different skills in a particular sector of activity.

The second story presents the experience of self-employed Benoît Ouellet, who started an adapted gym service. Throughout the process of creating his own business, this young man has shown a great deal of confidence in succeeding at his project. You will notice that what he discovered in the end led him to create his own job.

These two stories are a perfect example of the flexibility of our measures. Indeed, SPHERE-Québec is an adapted answer to improve the employability of people with disabilities and in this matter encourages their integration in the economic and social life of their community.

Have a delightful reading...one story at the time!

Nancy Moreau  
Executive director



Nancy Moreau



## A SUCCESS STORY : AN INVENTIVE PARTNESHIP !

Our success story takes place in the Montérégie region. It is an inspiring example of creativity starring many actors. The adventure starts in this region at the microbrewery Le Grimoire with its founders Mr. Pascal Dancause and his brothers.

Mr. Dancause also works with le *Suivi intensif dans le milieu* (SIM) service provided by the Centre hospitalier de Granby. For this specific case, he works with Danny Lamoureux, psychotherapist.

Pascal Dancause is well aware of the importance of work for his customer's recovery because the SIM and the Service de développement de l'employabilité de la Montérégie (SDEM) have already been working in close collaboration for several years. As part of his functions, Mr. Dancause encountered two clients whom we will call Mr. D. and Mr. C.



So Le Grimoire proposes to the SDEM a partnership giving these two disabled people the help needed to get ready for the labor market, by receiving a training at Le Grimoire. The project is well received.

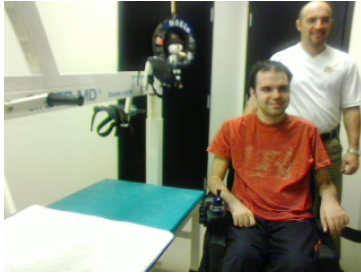
A request for financial help has been presented to SPHERE-Québec for accompanying and apprenticeship in a work environment within a company using the measure called *Enhanced employment assistance services*. A few meetings took place between the SDEM representatives, the Dancause brothers as well as Lyne Vincent, project manager at SPHERE-Québec, at first to discuss some issues on this plan start-up and then to follow-up on the project.



Mr. D. and Mr. C. started their training period in September 2007. They learned the tasks of an apprentice brewer: machinery, bottling, labeling, etc. The agents of SIM, the job counselors of SDEM and the agent from SPHERE-Québec often come to visit them to follow-up on their training. Until now, Mr. D. and Mr. C. fully succeed in this training which should end somewhere around the coming month of July. We can now confirm that their program is a real success! If everything continues this way, Le Grimoire will hire them as apprentice brewers.

Furthermore, Le Grimoire wants to take a step forward and start manufacturing their products as the demand increases. Therefore, they intend to renew this experience with new participants.

All things considered, a little creativity and partnership allow many people with disabilities to take a valorizing part in society...

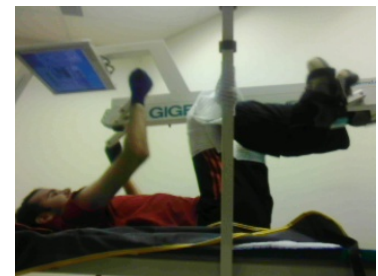


### A FINE INNOVATING PROJECT RISES IN THE NATIONAL CAPITAL

On August 17th 2002, Benoît Ouellet dove in a swimming pool and broke a cervical vertebra. He was 18 years old and had to start using a wheelchair. His spinal cord lesion led him to look for different ways to treat this type of injury. He finally acquired a special type of training equipment made in Switzerland. The machine is called the GIGER MD. No institution uses this type of equipment in Quebec.

Because this technology was proven effective on him, Mr. Ouellet had the great idea of making it profitable to others. Therefore, he presented his idea of an adapted gym service to a counselor of the specialized labor service in Québec (SSMO) named La Croisée. This counselor then got in touch with Carol Poulin, project manager at SPHERE-Québec. The three of them met to discuss the idea including the possible obstacles they could encounter and to share solutions.

In October 2007, an official request for the self-employed has been presented to SPHERE-Québec. SPHERE-Québec has subsidized DFK Stratégies Conseils de Québec to help Mr. Ouellet get his business plan ready and give him advice on several matters concerning his projects. Also SPHERE-Québec gives Mr. Ouellet an allowance of subsistence for one year part of the measure *Assistance for self-employed workers* measure.



To carry out his project, Mr. Ouellet also associated himself with a physiotherapy clinic called the Centre de santé Morrisset in Quebec City. So far, his business MyéloAction is on the road to success. Mr. Ouellet's short term goal is to make his business profitable which is very realistic! As for the continuation of his project, Mr. Ouellet is presently recruiting new customers.

To conclude, we greatly wish that this type of partnership rich in innovations can continue to develop and be reproduced in other parts of Quebec.

## SPHERE-QUÉBEC WAS THERE !

On March 6<sup>th</sup> 2008, SPHERE-Québec participated in *La Journée Contact* organized by the CAMO pour personnes handicapées.

That event allowed over 400 people with disabilities looking for a job to meet with employers who needed manpower.



A close listening

Well done CAMO for this happy initiative that brings results!

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## A COLUMN FOR OUR PARTNERS!

This section is reserved for you dear partners. Do not hesitate to share some of your noteworthy achievements concerning integration in the workforce for the benefit of a larger number of people with disabilities.

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### *L'Interface*

Editing and collaboration :  
The staff of SPHERE-Québec

Layout and distribution  
Linda Galiazzo

210, Charest East boul., 3e floor  
Quebec (Quebec) G1K 3H1

Telephone : 418-522-4747

Fax : 418-522-7042

Toll free : 1-888-455-4334

E-mail: [quebec@sphere-qc.ca](mailto:quebec@sphere-qc.ca)

ISSN 1916-9078

Une version française de *L'Interface* est  
disponible au [www.sphere-qc.ca](http://www.sphere-qc.ca)

SPHERE-Quebec is a provincial non-profit agency. Its mission is to foster the participation of a greater number of disabled individuals in economic and social life.

Its **ROLE** is to financially support the creation of quality adapted positions; to participate in meetings with experts for the transfer of knowledge and practices; and to cooperate with local, regional, and provincial partners in the development of initiatives that foster the emergence of new models for workplace integration.

Find us on the Web !  
[www.sphere-qc.ca](http://www.sphere-qc.ca)

This publication is made possible thanks to the financial assistance of Human Resources and Social Development Canada.