



SPHERE-QUÉBEC

Inclure par l'emploi • Une personne à la fois

(SUPPORT FOR DISABLED PEOPLE SEEKING EMPLOYMENT IN QUEBEC)



ANNUAL REPORT 2010-2011

June 2011

Table of contents

<i>WORD FROM THE PRESIDENT AND THE GENERAL DIRECTOR.....</i>	<i>4</i>
<i>MISSION AND MANDATE OF SPHERE-QUÉBEC.....</i>	<i>6</i>
<i>BOARD OF DIRECTORS 2010-2011.....</i>	<i>6</i>
<i>SPHERE-QUÉBEC'S FINANCIAL SUPPORT MEASURES.....</i>	<i>7</i>
<i>FINANCIAL DATA.....</i>	<i>8</i>
<i>CLIENTELE' S PROFILE.....</i>	<i>10</i>
<i>SPHERE-QUÉBEC ON SITE.....</i>	<i>12</i>
<i>INCLURE EN EMPLOI, UN JEUNE À LA FOIS! (INCLUDE IN EMPLOYMENT, A YOUNG PERSON AT A TIME)..</i>	<i>13</i>
<i>INCLURE EN EMPLOI, UN JEUNE À LA FOIS! - FINANCIAL DATA OF THE PROJECT.....</i>	<i>16</i>
<i>INCLURE EN EMPLOI, UN JEUNE À LA FOIS! - CLIENTELE'S PROFILE.....</i>	<i>17</i>
<i>CRÉER ENSEMBLE : UN GAGE D'AVENIR - SYMPOSIUM 2010.....</i>	<i>18</i>
<i>IMAGINE... TON AVENIR! SOCIAL DEVELOPMENT PARTNERSHIPS PROGRAM - DISABILITY (SDPP-D).....</i>	<i>20</i>
<i>FINANCIAL RESULTS 2010-2011.....</i>	<i>21</i>
<i>PROJECTS WHICH HOLD THE ROAD ET CREATE OTHERS.....</i>	<i>22</i>
<i>THANKS AND CONCLUSION.....</i>	<i>23</i>

List of charts

<i>CHART 1 – REGIONALE UTILIZATION</i>	8
<i>CHART 2 – INVESTMENT AS MEASURED</i>	9
<i>CHART 3 – RELATED CONTRIBUTIONS</i>	9
<i>CHART 4 – CLIENTELE ACCORDING TO THE LEVEL OF EDUCATION</i>	10
<i>CHART 5 – CLIENTELE ACCORDING TO THE AGE GROUP</i>	10
<i>CHART 6 – CLIENTELE ACCORDING TO THE TYPE OF DISABILITY</i>	11
<i>CHART 7 – RESULTS OBTAINED AFTER PARTICIPATION WITHIN A MEASURE</i>	11
<i>CHART 8 – INVESTMENT ACCORDING TO BUDGET HEADINGS - INCLURE EN EMPLOI, UN JEUNE À LA FOIS!</i>	16
<i>CHART 9 – RELATED CONTRIBUTIONS- INCLURE EN EMPLOI, UN JEUNE À LA FOIS!</i>	16
<i>CHART 10 – TYPE OF DISABILITY - INCLURE EN EMPLOI, UN JEUNE À LA FOIS!</i>	17
<i>CHART 11 – LEVEL OF EDUCATION - INCLURE EN EMPLOI, UN JEUNE À LA FOIS!</i>	17
<i>CHART 12 – RESULTS OBTAINED AFTER PARTICIPATION WITHIN A MEASURE</i>	17
<i>CHART 13 - INCOME AND EXPENSES 2010-2011</i>	21

Word from the president and the general director

SIGNIFICANT RESULTS FOR THE YEAR 2010-2011!

Dear readers,



It's already time for SPHERE-Québec to present to you the assessment for a year rich in outstanding actions. It is thus with pride of accomplished duty that we deliver this panorama 2010-2011, which is representative of concerted and supported efforts. In this respect, we will in particular underline the symposium *Créer ensemble: un gage d'avenir*, the development of an innovative partnership with other provinces around the project *Imagine... ton avenir!* and financing obtained inside the program *Connexion compétences* intended for young disabled people.

Let us recall that at the May 2010 symposium, it is nearly 200 participants who generously brought together and shared their best intervention practices in employment to improve the future prospects for many disabled persons in Quebec that are eager and ready to integrate the job market. Also, within the project *Imagine... ton avenir!* 180 kits of intervention and personal coaching have been distributed to various french speaking intervenors from 4 provinces of Canada. Also, the program *Connexion compétences* of Service Canada has made it possible for 40 young disabled people to live a decisive work experience.



We, of course, take advantage of this moment to insist on the professional work and the involvement of SPHERE-Québec's team, which led the organization to support 539 disabled persons from all areas of Quebec in their labour market integration.

Moreover, being conscious that the partners and the employers' contribution in expertise, in time and in resources constitutes one of the major factors in SPHERE-Québec's success, we want to express to all of them our sincere gratitude.

We greet with gratefulness the unconditional collaboration of our administrators who by their expertise and their availability are in the heart of the achievement of SPHERE-Québec's mission. And of course, a very large thank you to our precious fund providers.

Complementary information to the annual report is available on SPHERE-Québec's web site in the section "*Administrative documents* " at www.SPHERE-Québec.qc.ca.

Thank you for believing and contributing to work integration of people with disabilities.

Enjoy your read!

Martin Trépanier

Chairman

Nancy Moreau

Director General

Mission and mandate of SPHERE-Québec

SPHERE-Québec is a non-profit organization resulting from the will of partners, concerned with the integration in employment of the disabled persons.

Its mission is to support a greater number of disabled persons in their participation to the economic and social life.

Its role is to financially support quality adapted job creation, to be a part of expert meetings for the transfer of knowledge and practices and to collaborate with local, regional and provincial partners in the initiative development supporting the emergence of new work integration models.



Board of directors 2010-2011

The composition of SPHERE-Québec's board of directors reflects the organization's concern to have solid bases and to well represent the disabled persons interests.

The board of directors for 2010-2011 consists of:

M. Martin Trépanier (president) - Regroupement des associations de personnes handicapées de la Gaspésie et des Îles (RAPHGI);

M. Steve Vaillancourt (vice-president) - Conseil québécois des entreprises adaptées;

M. Louis Adam (treasurer and secretary) - Société canadienne de la sclérose en plaques;

Mme Gaétane Lacroix - Regroupement d'organismes de promotion des personnes handicapées de l'Estrie (ROP);

M. Serge Leblanc - Fédération des travailleurs et travailleuses du Québec (FTQ);

Mme Lise Boucher - Regroupement des organismes de services spécialisés pour l'emploi des personnes handicapées (ROSEPH);

Mme Wassyla Hadjabi - Alliance québécoise des regroupements pour l'intégration des personnes handicapées (AQRIPH).

SPHERE-Québec's financial support measures

In 2010-2011, SPHERE-Québec serviced 499 disabled persons by the means of financial support.

These measures aim at allowing disabled people who are far from the labour market to live a significant work experiment and to develop their employability.

SPHERE-Québec receives this financing from the *Opportunities Fund for Persons with Disabilities, program from Human resources and Skills Development Canada.*



Louise Laliberté, Boutique Comm 9

Beyond the numbers are people, participants and employers who agreed to deliver these testimonies.

"For us at Livr'Avenir (Socio-professional insertion and social economy enterprise), SPHERE-Québec enables us to offer the essential resources for better supporting and supervising our participants having personal limitations in their empowerment, personal value, competences development, skills and employability. Moreover, according to us, the duration of the program SPHERE-Québec, its great diversity and mobility make it possible to have an unquestionable impact on the improvement of the quality of life of our participants."

Jacques Sansfaçon

Coordinator - Project LIVR'AVENIR

"My name is Dave Gagné. I am at Livr'AVENIR since 2007 and with SPHERE-Québec since June 4th 2010. I like to go to Livr'AVENIR everyday of the week to make deposits at the bank, to go to the post office, to wash the work smocks, to clean and to do computer recycling. I am more autonomous in the computer dismantling. My concentration and self-confidence have improved. I like to do Alpha."



Dave gagné, participant

Financial data

This chart gives the detail, as an indication, of the use of funds by region. The funds invested in each region depend on several factors as employment obstacles and opportunities, existing resources, customer profiles, the regional socioeconomic structure, etc.

Chart 1 – Regionale utilization

REGIONS	TOTAL INVESTMENT	%	NUMBER OF PARTICIPANTS
01-Bas-St-Laurent	\$268,842	11,3	40
02-Saguenay-Lac-St-Jean	\$152,185	6,4	19
03-Capitale Nationale	\$136,176	5,7	21
04-Mauricie-Bois-Francs	\$208,438	8,8	29
05-Estrie	\$196,261	8,3	72
06-Montréal	\$266,551	11,2	41
07-Outaouais	\$54,797	2,3	15
08-Abitibi-témiscamingue	\$109,431	4,6	18
09-côte-nord	\$56,195	2,4	19
10-nord-du-québec	-	0	0
11-gaspésie-îles-de-la-madeleine	\$74,690	3,1	13
12-chaudière-appalaches	\$222,214	9,3	38
13-laval	\$8,883	0,4	3
14-lanaudière	\$54,129	2,3	12
15-laurentides	\$139,352	5,9	51
16-montérégie	\$407,022	17,1	105
17-centre-du-québec	\$22,169	0,9	3
Total	\$2,377,335	100	499

The chart below indicates that 63% of the funds were invested in the participants wage expenses in 2010-2011.

Chart 2 – Investment as measured

BUDGET HEADINGS	AMOUNT	%
Salary and salary wages for participants	\$1,496,569	63,0
Costs of subsistence	\$359,802	15,1
Support measures	\$363,589	15,3
Professional fees	\$57,951	2,4
Fixed assets – adaptation costs	\$2,078	0,1
Business trips and transportation	\$97,346	4,1
Total	\$2,377,335	100

The employers and other financial partners collaborate in a joint effort for the work integration of the disabled persons and SPHERE-Québec plays a part of leverage action. The following table outlines these related contributions.

Chart 3 – Related contributions

SPHERE-QUÉBEC	EMPLOYERS	OTHER FINANCIAL PARTNERS
\$2,377,335	\$1,140,700	\$321,250

Clientele' s profile

The following charts confirm that the clients served by SPHERE-Québec in 2010-2011 have like main feature, to be far from the labour market, that is having little or no training and having little or no work experience.

Chart 4 – Clientele according to the level of education

LEVEL	MEN	WOMEN	TOTAL	%
Elementary	52	37	89	18
High school	184	160	344	69
College	20	20	40	8
University	17	9	26	5
Total	273	226	499	100

This chart indicates that 63% of the clientele is younger than 35.

Chart 5 – Clientele according to the age group

GROUP	MEN	WOMEN	TOTAL	%
Ages 16 - 25	123	95	218	44
Ages 26 - 35	50	43	93	19
Ages 36 - 45	37	37	74	15
Ages 46 - 55	47	42	89	18
Ages 56 - 65	15	8	23	4
66 and over	1	1	2	0
Total	273	226	499	100
	55%	45%		

Chart 6 – Clientele according to the type of disability

Type of disability	%
Intellectual	38
Psychic	23
Motor	20
Organic	6
Auditory	4
Visual	6
Autism and PDD	3
Total	100

Obtained results

Thanks to concerted efforts and the employers and partners' contribution, about half the participants who received SPHERE-Québec's measures remain in activity as shown on the chart below.

Chart 7 – Results obtained after participation within a measure

Results	%
Employed	35
Self-employed	4
At school	8
Unemployed	53
Total	100

SPHERE-Québec on site

SPHERE-Québec's team is actively committed in activities of dialogue inherent in integration in employment of the disabled persons. Although these activities represent only part of the tasks of the project agents, they are necessary since they make it possible to create and consolidate alliances with other partners, to think and develop projects collectively.

In 2010-2011, the team took part in several of these activities. Its collaboration with the regional tables of dialogue for the employment of the disabled people amounts in fact to about forty meetings organized in various communities. Moreover, to analyze the needs related to defined projects, to evaluate feasibility and to develop these projects, initiated or not by SPHERE-Québec, the project agents took part in 68 partners committee meetings.

Also, in order to make the measures and options offered by SPHERE-Québec known, the corporation organized a little more than 50 information meetings for employers and partners this year. Among them, we find counselors of the SSMO's, experts from the community economic circle, intervenors of rehabilitation centers.

Besides, the corporation collaborates each year in promotional activities. In 2010-2011, the team took part in 8 events, such as conferences and job fairs during which, on several occasions, benefited from an information kiosk. In addition, SPHERE-Québec cooperates with the *Canadian Council on Rehabilitation and Work* (CCRW), with some chambers of commerce as well as with *Coalition des organismes communautaires pour le développement de la main-d'oeuvre* (COCDMO), and this, as a member.

Inclure en emploi, un jeune à la fois! (Include in employment, a young person at a time)

In August 2010, the government of Canada was confirming to SPHERE-Québec a financing to support work environment integration by young disabled persons of 30 years of age or less; part of the program *Connexion compétences*. This new avenue was received as a puff of fresh air to meet the needs of several young people who wished to integrate the labour market.

The project quickly took-off and the young people then had opportunity to acquire good work habits while developing their social competences and skills.

Several "ingredients" had a more than positive effect on the outcome. For example, the contact established with the employers made it possible to note that, in addition to the wage subsidies, the accompaniment was one more tool to integrate these young people in their company.



David Gagné, participant et son employeur,
M. Bernard Landry

Also, let us underline the importance of the partnership with the counselors of the labour specialized services who make brilliantly the evaluation of forces and needs of the people to ensure their integration in an adequate work environment.

Comes next the determination and the courage of these young people for whom work is a great source of pride and will make a true take-off possible in their personal and professional life. Here are two comments illustrating the place these young people took in their environment:

" In the eyes of the employer, the subsidy for Keven's integration is a major incentive. We had a very positive experience and we are happy to count Keven among our employees. His difference enriches our team and we are proud of the progress he has achieved, on the social plan in particular.

Do not hesitate to go into this adventure. The administrative follow-up is easier than imagined and you will be surprised to discover all a person with differences can bring to your teams."

Nancy Lusignan and Camille Bricault, librarians at St-Jean sur Richelieu's public library

" When I started at Petits d'Ellice d'Antan, I was very shy but from day to day I felt much more comfortable. The atmosphere is really great; it helped me learn how to communicate better, to open up and to acquire more maturity. Petits d'Ellice d'Antan does not teach us only a job but also teaches us general knowledge, which allows us to become better people.

It gives us back self-confidence, gives us the will to go further and to aim at higher goals. I feel lucky and privileged to have learned to push my limits that way and to always persevere in life, whatever comes my way."



Lisa Martel, participant

Inclure en emploi, un jeune à la fois! (following)

Finally, it is important to note the employers' contribution who well understood the importance of adapting the work according to the young people's capacity and who showed an obvious will to contribute to these work experiments' success.

Consequently to the marriage of these "ingredients", the obtained results, further revealed in this report, indicate to us a high rate of success.

By using their potential, these young people will be able to meet needs of labour in diversified business sectors while continuing to shake many prejudices!

Inclure en emploi, un jeune à la fois! - Financial data of the project

Some data on the project

It is a \$207, 551 investment, which made it possible for 40 young disabled persons to live a work experiment.

Chart 8 – Investment according to budget headings - Inclure en emploi, un jeune à la fois!

BUDGET HEADINGS	AMOUNT	%
Salary and salary wages for participants	\$194,604	94
Support measures	\$11,770	5
Business trips and transportation	\$1,177	1
Total	\$207,551	100

The chart below outlines the employers and other financial partners' contribution.

Chart 9 – Related contributions- Inclure en emploi, un jeune à la fois!

SPHERE-Québec	EMPLOYERS	OTHER FINANCIAL PARTNERS
\$207,551	\$71,800	\$8,130

Inclure en emploi, un jeune à la fois! - Clientele's profile

The 40 young disabled people supported by SPHERE-Québec within the framework of the project Inclure en emploi, un jeune à la fois! came from several administrative regions of Quebec. The following chart give the detail of some of the clients' characteristics.

Chart 10 – Type of disability - Inclure en emploi, un jeune à la fois!

Type of disability	%
Autism and PDD	9
Psychic	30
Intellectual	44
Motor	9
Organic	8

Chart 11 – Level of education - Inclure en emploi, un jeune à la fois!

Level of education	Men	Women	Total
Elementary	3	3	6
High school	19	13	32
College	0	2	2
Total	22	18	40

Chart 12 – Results obtained after participation within a measure

The results obtained through this project are more than satisfactory.

Results	Number of participants	%
At school	3	7,5
Employed	24	60
Unemployed	13	32,5
Total	40	100

Créer ensemble : un gage d'avenir - Symposium 2010

Since the creation of the Quebec government's National strategy, which tend to ensure the disabled people the employment equality and to increase their participation in the job market, SPHERE-Québec planned to set up an event of great scale in order to be part of reaching this objective.

This is why, in May 2010, SPHERE-Québec invited 200 partners to its symposium *Créer ensemble: un gage d'avenir*. This 2 days symposium, which took place in workshops most of the time, offered the participants to share and join the best practices of intervention in employment for the disabled people of Quebec. SPHERE-Québec wanted to seize this occasion to encourage the transfer and the diffusion of knowledge and models for other projects to start elsewhere in the province.



M. Sam Hammad



L'Honorable Diane Finley

This experiment wouldn't have been possible without the gracious participation of Mr. Sam Hammad, the honorable Diane Finley and other distinguished guests, organizers, lecturers of workshops and neither without the generous contribution of the financial partners and sponsors as well as the important participation of partners from all over Quebec.

While assessing the conference, it was noted that the event opened the way to other kind of partnerships having created an effervescence of new activities in the province, and so engendered interesting situations.

For example, community workers of several regions show their interest and work to elaborate a skills development project on the labour market according to business sectors battling against a phenomenon of labour shortage.

Also, SPHERE-Québec invited partners (*Specialized labour services (SSMO), rehabilitation centers, SAJE accompagnateur d'entrepreneurs, school boards, Association communautaire d'emprunt de Montréal*) to work in dialogue to accompany better the disabled persons who envisage being self-employed workers and at the same time to propose tools to SSMO counselors

who accompany them. It is in this context that SPHERE-QUÉBEC and SAJE accompagnateur d'entrepreneurs entered into an agreement, for the greater Montreal area.

Besides, for those who wish to become self-employed workers, SPHERE-QUÉBEC elaborated a project writing adapted guide, which will be available in fall 2011.

Finally, in quite a different business sector, 6 participants got involved in a new project, which was born in September 2010 in the Rôtisserie St-Hubert of Mont-Laurier.

We thus notice that the effects from this event are more than positive: the partners are more mobilized, for the benefit of the disabled persons of Quebec!



Imagine... ton avenir! Social Development Partnerships Program - Disability (SDPP-D)



The difficulties for young disabled persons to integrate the job market are well known. Considering that the lack of adapted tools at time of switch from school to work contributes to these problems, SPHERE-Québec initiated the creation of the experimental project *Imagine... ton avenir!*

The project's goal was to develop and try out a toolbox, which would make possible for the teachers to put the young disabled persons in contact with their own capacities linked to the job market, and this, to increase their chances to integrate employment.

During the last year, SPHERE-Québec had the opportunity to work with ministerial partners and teachers from Manitoba, New Brunswick, Ontario and Quebec who received the teaching equipment with great interest.

More than 150 students are experiencing the tools in school adaptation classes of almost 30 teachers of french-speaking communities.

SPHERE-Québec will be able to evaluate the project in June 2011 and the results will be published during the summer of the same year.

It is delightful to see that the motivation and the perseverance of the students increased.

As for the teachers, they expressed their satisfaction to have a material base and structured activities; they consider that the material facilitates the occasions of school and personal learning and that this project gives them the opportunity to share, with their peers, the pleasure and the limits associated with work in school adaptation.

Lastly, SPHERE-Québec was also enriched by this initiative and particularly by the bonds developed with new collaborators coming from different school environments.



Financial results 2010-2011

In order to make sure that SPHERE-Québec's activities are executed in conformity with its financing conditions, the Laberge Lafleur Brown firm, chartered accountant auditor, carried out a complete audit.

The chart below shows an income and expenditure summary for the audit ended on March 31st 2011. The complete financial statements are available on request.

Chart 13 - Income and expenses 2010-2011

	2010-2011
INCOME	
Opportunities Fund for persons with disabilities	\$3,070,844
<i>Connexion Compétences</i>	\$252,615
Project <i>Imagine... ton avenir</i> (SDPP-D)	\$102,420
Symposium <i>Créer ensemble : un gage d'avenir</i>	\$62,977
Total	\$3,488,856
EXPENSES	
Opportunities Fund for persons with disabilities	\$3,147,727
<i>Connexion Compétences</i>	\$252,615
Project <i>Imagine... ton avenir</i> (SDPP-D)	\$102,420
Symposium <i>Créer ensemble : un gage d'avenir</i>	\$60,720
Total	\$3,563,482
OPERATION PROFIT	
	(74 626 \$)

Projects which hold the road and create others

We are happy to bring you news of some of the innovative projects to which SPHERE-Québec still takes part.



Food Project

Project in supermarkets, which has been renewed for 3 years in Estrie area and in which several other partners in Quebec are interested.



Rotisseries Saint-Hubert project



Project always active in the Laurentides and in the Montérégie areas. Project that inspired our supporting measures for the clientele far from the labour market.

Horticulture project



Project being renewed for 5 years in Montérégie. More than 100 people have benefited from this measure in employability development.

Thanks and Conclusion

As you could note it throughout the assessment 2010-2011, the activities of SPHERE-Québec were intense from the beginning to the end of the year.

Thanks to the energetic and determined work of all its partners, the circle knows a notorious progression on the models and innovative projects supporting many disabled persons in the reach of the employment world. Thus, all the positive results are for the organization a solid motivation element in the continuation of its mission. Thank you all!

A special thanks to the employers who agree to try the adventure with us! Thanks to our financial backers who offer support and trust and who believe in our mission. A big thanks to our extraordinary team who shape the everyday life of our organization.

For 2011-2012, we just have to continue this work of synergy and complementarity with all of our partners in order to offer high quality services to disabled clients who wish to integrate the job market.

SPHERE-Québec's mission constantly poses a challenge, but its accomplishment rests on a team, partners and financial backers... Heading for the next year!

SPHERE-Québec includes by employment. One person at a time.

Canada

Human Resources and Skills Development Canada