

Are YOU Ready To Return To Work?



A Self-Assessment Guide for People with Stroke

This self-assessment guide was developed for people recovering from stroke who are considering part-time, full-time, self-employment or volunteer opportunities. It is designed to support you as you consider all of the important parts of a successful return to work plan.



USING THIS GUIDE

This guide is to be completed by you, with input from family members, physicians, health care providers and your employer, as needed.

Use this Guide as many times as you need to. What you learn along the way will help you focus your rehabilitation / recovery efforts and make the most of your current abilities for a safe return to work. Remember, use of compensatory strategies and aids/devices may increase your success for an earlier return to work.

Within this guide, you will assess five areas that are important in returning to work. You will need to consider your current abilities and compare them against the demands of the job you hope to return to or begin. An understanding of your current abilities, in relation to what is expected of you on the job, is critical to having a successful return to work.

FIVE CRITICAL AREAS TO RETURNING TO WORK:

- **Physical Ability**
- **Communications**
- **Thinking Skills**
- **Emotional Issues**
- **Driving/Transportation**

Good luck and continued success with your recovery and return to work.
Remember: The highest reward for good work is the ability to do better!

Use this scale to rate your current level of functioning:

In each of the five areas, you will rate your current abilities and the importance of that ability while performing tasks at work (Job Demands). **Remember:** When rating your current abilities, consider aids, devices and/or strategies that may improve your job performance.

My Current Abilities

0 : means you have limited abilities as the stroke affected this function

5: means you have some abilities despite the stroke affecting this function

10 : means you have good abilities as the stroke did not affect this function or you have recovered fully (with or without the use of supportive devices/strategies.

Expected Job Demands

0: means this task or job demand is not important to doing your job

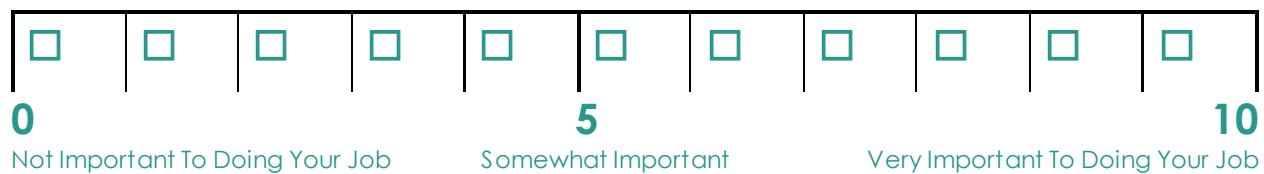
5: means this task or job demand is somewhat important to doing your job

10 : means this task or job demand is very important to doing your job

My Current Abilities



Expected Job Demands



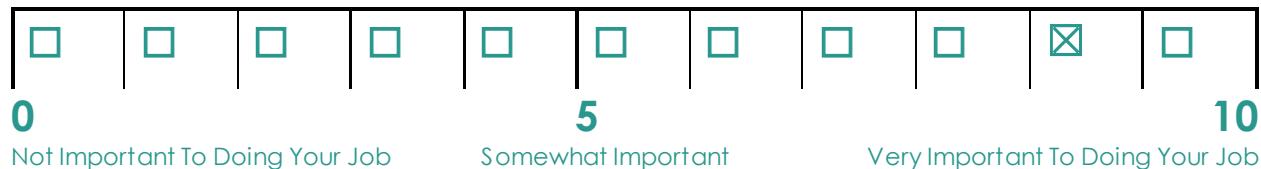
Example:

The stroke that Sally experiences resulted in her having very limited use of her right arm. Sally's job was a data entry clerk for the government.

My Current Abilities



Expected Job Demands



Sally's right arm has limited use (**scored a 1 on Current Abilities**) and her job requires significant use of her arms (**scored a 9 on Expected Job Demands**). Based on this score, Sally would have difficulty performing tasks that required use of her right arm. Further rehabilitation, use of aids or devices such as "voice to text" software or a change in job tasks would be required for Sally to return to work at this time.

Ideally, your current abilities will be close to or greater than the tasks or physical demands of your intended job.

If not, you can refocus your rehabilitation/recovery efforts and re-assess your abilities again later. Remember, your employer may also be able to change the tasks of your job to match your current abilities. We hope this guide will help you understand your current abilities, think about the tasks or demands of your job and develop a plan to return to work. Each time you complete the self-assessment, it will lead to useful discussion among the people supporting you and your return to work efforts.

PHYSICAL ACTIVITY

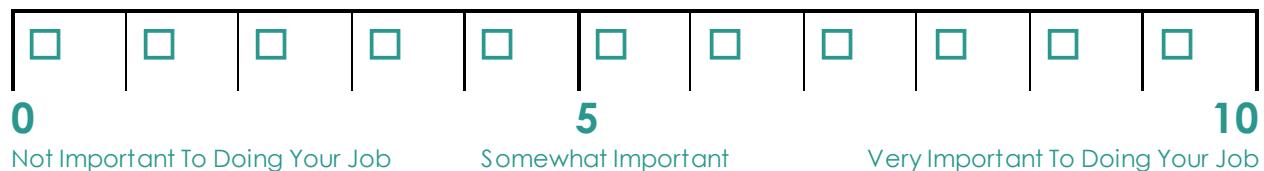
1. Use of Arms:

a. Consider activities including: reaching, lifting, grasping, strength, coordination, writing, keyboarding and fine motor skills

My Current Abilities



Expected Job Demands

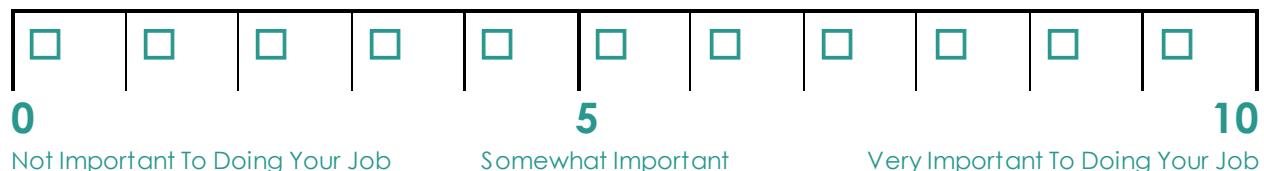


b. In general, do you have the ability to perform **repeated** reaching, lifting, grasping, strength, coordination, writing, keyboarding and fine motor skills?

My Current Abilities



Expected Job Demands



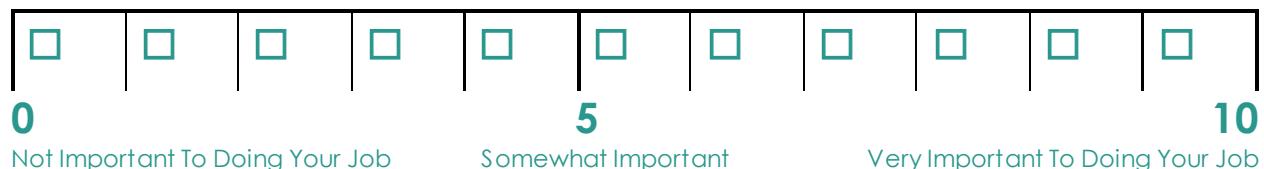
2. Use of Legs:

a. Consider activities including: balance, coordination, strength, walking, standing, stairway use, bending, squatting, kneeling, climbing and mobility.

My Current Abilities



Expected Job Demands



b. In general, do you have the ability to perform repeated bending, kneeling, stooping, walking and stair climbing without getting tired quickly?

My Current Abilities



Expected Job Demands



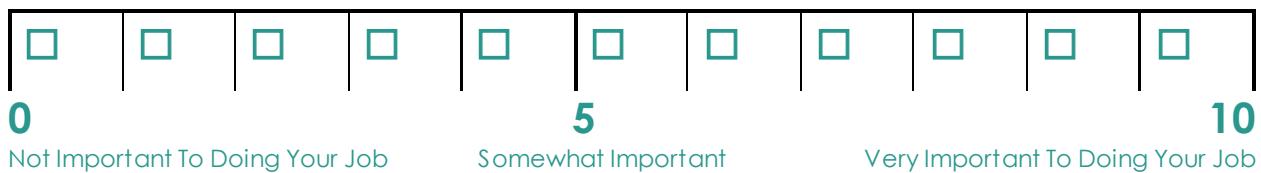
3. Vision:

a. How good is your vision?

My Current Abilities



Expected Job Demands



In Summary:

I feel that my most significant **Physical** strengths and challenges are:

STRENGTHS	CHALLENGES

COMMUNICATION:

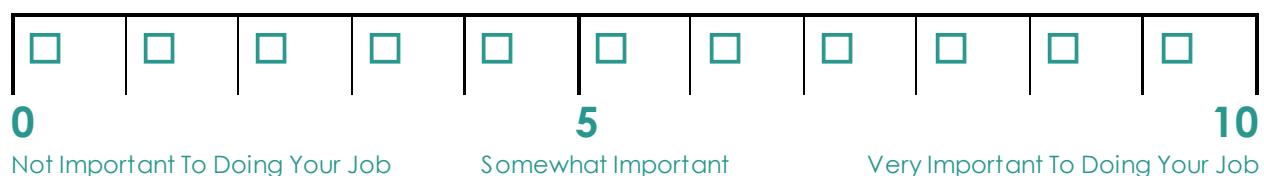
4. Expression:

a. Can you express your needs? Can other people understand what you are communicating?

My Current Abilities



Expected Job Demands



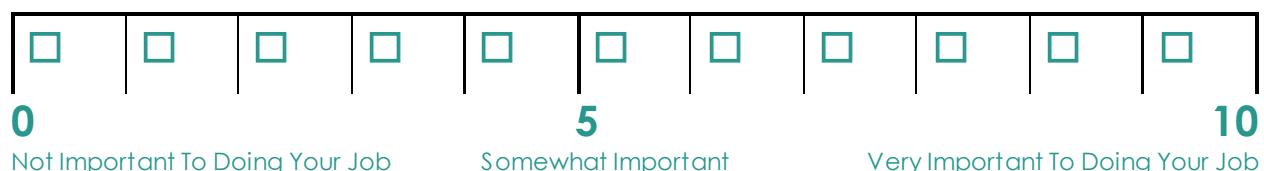
5. Writing:

a. Can you write sentences that are clearly understood by others?

My Current Abilities



Expected Job Demands



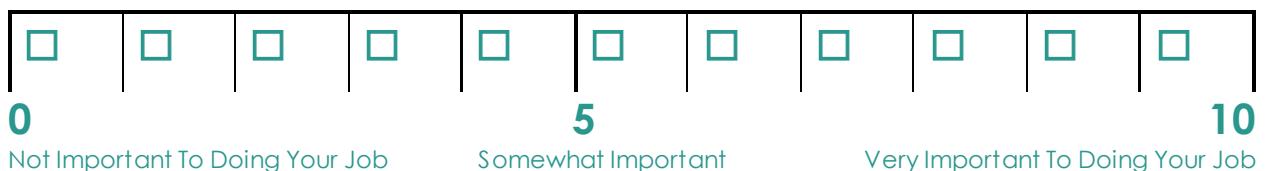
6. Understanding:

a. Can you follow conversations?

My Current Abilities



Expected Job Demands



7. Reading:

a. Can you read and understand a written document?

My Current Abilities



Expected Job Demands



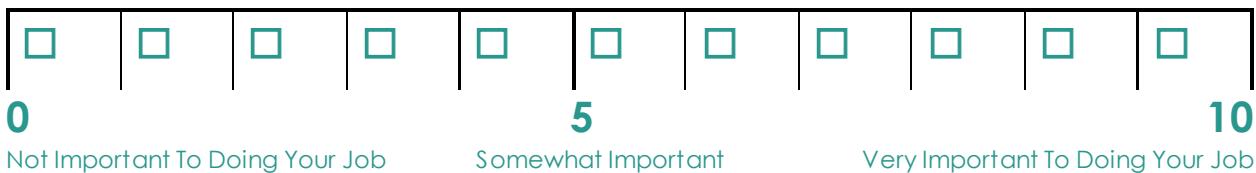
8. Listening/Speaking:

a. Can you join in conversations (listening and speaking) as you need to?

My Current Abilities



Expected Job Demands



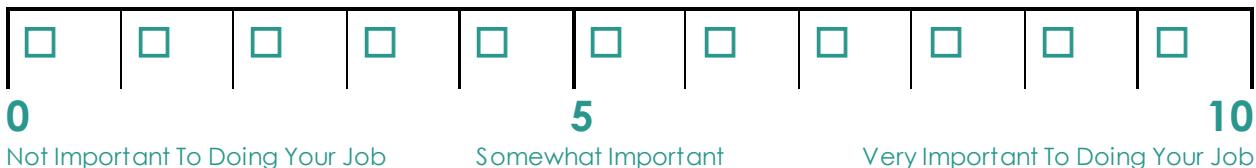
9. Writing:

a. Can you write as you need to?

My Current Abilities



Expected Job Demands



In Summary:

I feel that my most significant **Communication** strengths and challenges are:

STRENGTHS	CHALLENGES

THINKING SKILLS

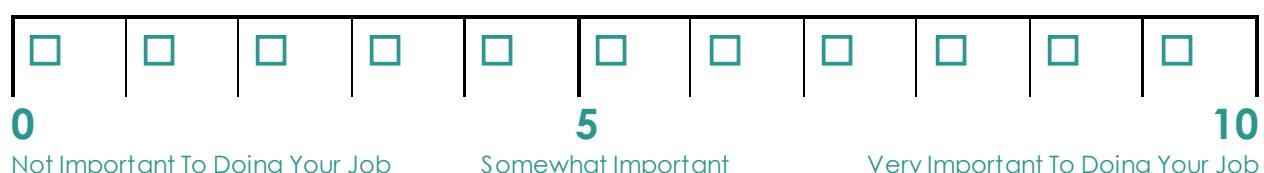
10. Memory:

a. How well can you remember things (names, appointments, objects, or information)?

My Current Abilities



Expected Job Demands



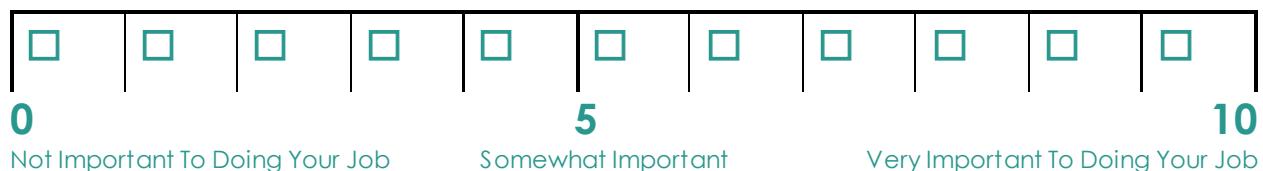
11. Attention/Concentration:

a. How good is your attention and concentration? Can you stay focused and not be distracted?

My Current Abilities



Expected Job Demands



12. Problem Solving:

a. Can you complete simple tasks such as meal planning or paying bills on time?

My Current Abilities



Expected Job Demands



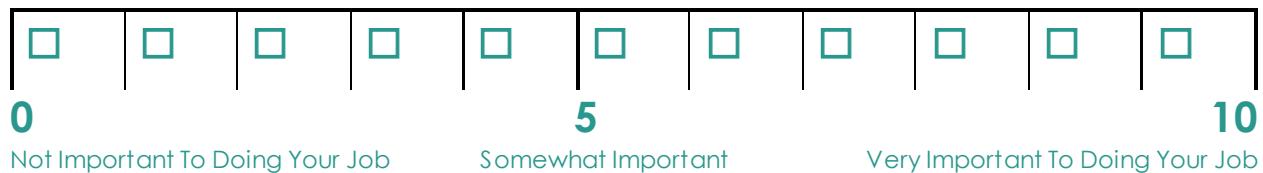
13. Thinking Speed:

a. Can you handle multiple requests and respond?

My Current Abilities



Expected Job Demands



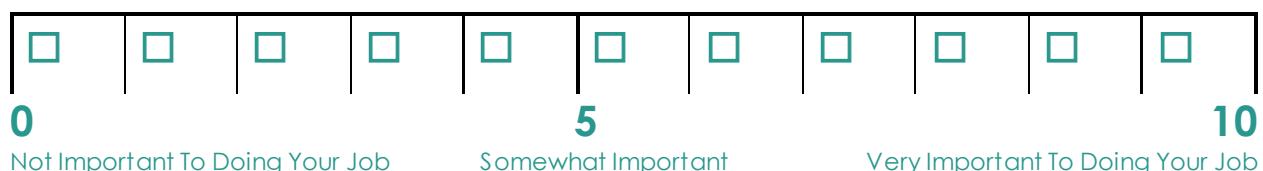
14. Mental Fatigue:

a. Can you maintain your focus and concentration throughout the day?

My Current Abilities



Expected Job Demands



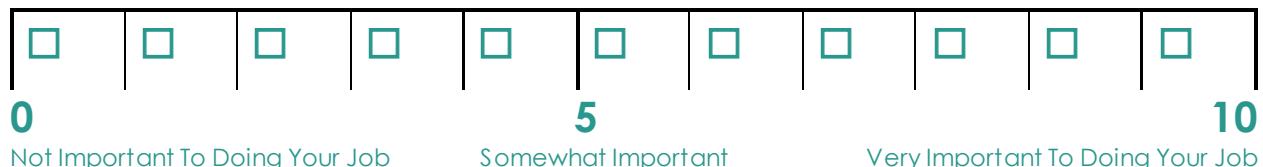
15. Planning/Organizing:

a. Do you have the ability to: focus your attention on details, understand the steps required to perform a task, effectively schedule people/events, anticipate future tasks, events and deadlines?

My Current Abilities



Expected Job Demands



In Summary:

I feel that my most significant **Thinking** strengths and challenges are:

STRENGTHS	CHALLENGES

EMOTIONS

16. Frustration Tolerance:

a. Can you stay calm in difficult situations?

My Current Abilities



Expected Job Demands



17. Stress:

a. Can you manage your stress?

My Current Abilities



Expected Job Demands



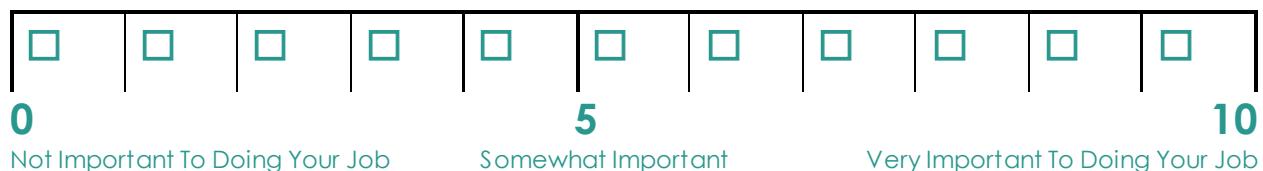
18. Interpersonal Skills:

a. Can you interact appropriately with family members, friends and people in your community?

My Current Abilities



Expected Job Demands



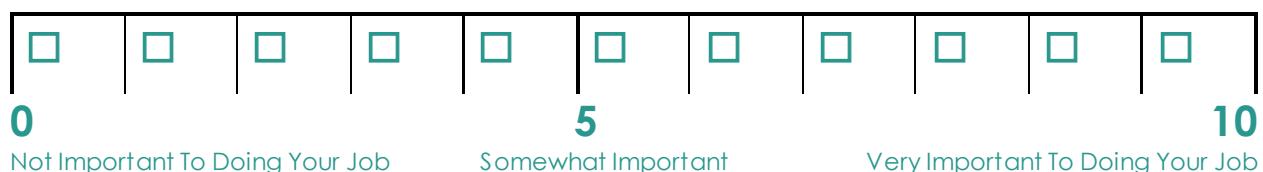
19. Confidence

a. Overall, do you have confidence in your abilities?

My Current Abilities



Expected Job Demands



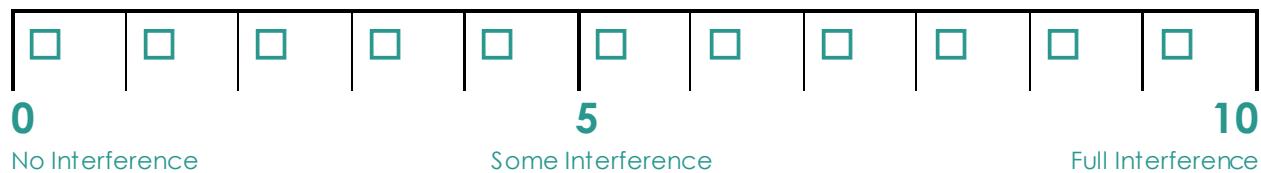
20. Coping Abilities

Do you experience any of these symptoms?

- Depressed mood most of the day **N** **Y**
- Crying often or the inability to cry? **N** **Y**
- Less interest in activities that you used to enjoy? **N** **Y**
- Significant weight loss or gain? **N** **Y**
- Difficulty sleeping or sleeping too much? **N** **Y**
- Feelings of hopelessness or guilt? **N** **Y**
- Poor concentration or indecisiveness? **N** **Y**
- Lack of motivation? **N** **Y**

For the boxes that you marked “YES”, do they interfere with your activities of daily living? Considerations: What is the degree of interference on your activities of daily living? The higher the interference, the more difficulty you may experience with the job demands.

Interference with Activities of Daily Living



In Summary:

I feel that my most significant **Emotional** strengths and challenges are:

STRENGTHS	CHALLENGES

DRIVING AND TRANSPORTATION

21. Driving Ability:

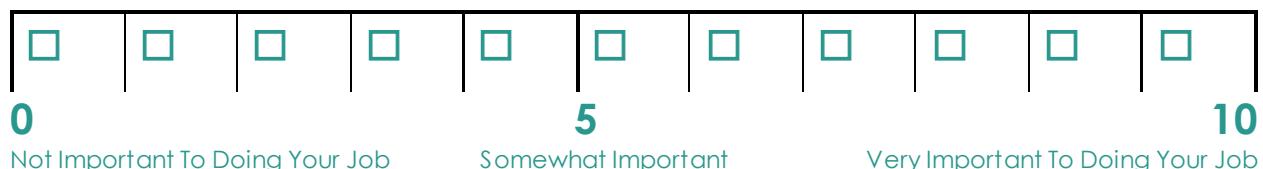
Consider the following:

- Are you currently a licensed driver? **N** **Y** **If Yes:**
 - Are you required to be able to drive for your work? **N** **Y**
 - Do you currently feel capable of driving safely? **N** **Y**

My Current Abilities



Expected Job Demands



22. Transportation Supports:

If you are not currently driving, consider:

- Do you have another way to get to and from work? N Y

In Summary:

I feel that my most significant **Transportation** strengths and challenges are:

STRENGTHS	CHALLENGES

For additional resources related to Returning to Driving After Stroke please email swosn@hsc.on.ca

ADDITIONAL CONSIDERATIONS

Overall, on a scale of 1-10 how ready do you feel that you are to return to work?

Readiness to Return to Work



Finally, when preparing to return to work it is important to consider the physical environment of the workplace. You should consider these questions and speak to your employer if needed before returning to work:

- 1. Accessibility:** Is the work environment accessible? This may include: washrooms, break areas, entrances, parking lots and direct working spaces.
- 2. Aids/Devices :** Do you need any aids and/or supportive devices to be able to fulfill the expectations of your job? This may include: adapted tools, use of technology, modified equipment. Would your employer be willing to provide support in getting these tools if required?
- 3. Job Adaptation :** Can the hours of work or job duties be modified to support your needs?

RETURN TO WORK SUMMARY PAGE

Overall, after reviewing my answers in this guide, I feel that my most significant strengths and challenges related to returning to work are:

STRENGTHS	CHALLENGES

To achieve an effective return to work, I want to focus my rehabilitation and recovery goals on :

Additional Notes:

Remember: An unexpected health event such as a stroke can have a significant impact on your mental health and mood which can also be heightened by the potential loss of the ability to return to work. Your new functional status may change how you care for yourself and interact with others. Connecting with therapy resources (ie. counselling) within your community may be helpful when learning how to cope with this change and reframe your new way of living. For more information on local resources and supports, please contact your primary health care provider and/ or speak with a Social Worker that is involved in your care.

www.swostroke.ca | swosn@lhsc.on.ca

This resource was developed by the members of the Southwestern Ontario Occupational Therapy Stroke Network in alignment with the Canadian Stroke Best Practice Recommendations. Information was adapted with permission from various Provincial Resources. Inquiries can be made to swosn@lhsc.on.ca; Last Updated: July, 2024

Financial Supports



An unexpected health event such as a stroke can have a significant impact on your mental health and mood which can also be heightened by the potential loss of the ability to return to work. Your new functional status may change how you care for yourself and interact with others. Connecting with therapy resources (ie. counselling) within your community may be helpful when learning how to cope with this change and reframe your new way of living. For more information on local resources and supports, please contact your primary health care provider and/or speak with a Social Worker that is involved in your care. This document provides information about a number of federal and provincial programs that you may be eligible for. You can contact these programs to see how they may assist you.



FINANCIAL ASSISTANCE

Ontario Works

If you need financial assistance for food and housing, and are in financial need, you can apply for financial and employment assistance through Ontario Works.

Eligibility Criteria: To qualify for Ontario Works financial assistance, you must:

- be at least 16 years of age
- be an Ontario resident
- have assets no greater than the limits set out in the program
- be in financial need
- participate in employment activities

Ontario Works offers:

- money to help you and your eligible family members with living expenses, including food and rent
- health benefits for you and your eligible family members
- employment supports to help you find and keep a job (such as workshops for resume writing, job counselling, job-specific training and basic education)

Ontario Works looks at the circumstances below to determine if you are financially eligible:

- your financial situation (income and assets)
- your living expenses
- your family size and make-up
- your shelter costs
- your willingness to participate in approved activities to find a job

Duration: No time limit

Amount: The amount you receive is subject to change.

Length of Time to Process the Application: If you need help right now to pay for food, housing and other living costs, you can apply for financial assistance from Ontario Works. If you qualify, Ontario Works staff can help you right away.

How to apply to Ontario Works:

- **Online:** follow the steps for Ontario Works online (takes 20-30mins)
<http://ontario.ca/socialassistance>
- **Telephone:** Toll-free 1-888-999-1142 or Toll-free TTY: 1-800-387-5559 OR
- **In person:** At local Ontario works office (in person or by phone): Office Locator (gov.on.ca)

For more information: Contact your local office

<http://www.mcss.gov.on.ca/en/mcss/programs/social/ow/index.aspx>

Ontario Disability Support Program (ODSP)

The Ontario Disability Support Program (ODSP) provides income and employment support to help people with disabilities.

Eligibility Criteria: To be eligible for ODSP you must:

- be at least 18 years of age or older
- be an Ontario resident
- have assets no greater than the limits set out in the program
- be in financial need
- meet the program's definition of a person with a disability or be a member of a prescribed class

ODSP offers:

- money to help you and your eligible family members with living expenses, including food and rent
- health benefits, including prescription drugs and vision care
- employment support to help you find and keep a job or advance your career

ODSP looks at two things when deciding whether or not you will receive help:

- financial (money) situation AND
- disability status.

ODSP looks at the circumstances below to determine if you are financially eligible:

- your financial situation (income and assets)
- your living expenses
- your family size and make-up
- your shelter costs

If you are financially eligible, you will also have to participate in a process to determine whether you meet the ODSP definition of a person with a disability under the Ontario Disability Support Program Act, unless you are a member of a prescribed class.

Being a person with a disability means:

- you have a substantial mental or physical impairment that is a continuous or recurrent, and is expected to last one year or more
- the direct and cumulative effect of your impairment results in a substantial restriction in your ability to work, care for yourself, or take part in community life
- your impairment, its likely duration and restrictions have been verified by an approved health care professional

When you apply for ODSP, your caseworker will give you a Disability Determination Package for you and your Health Care professional(s) to complete.

Duration: No time limit

Amount: If you are eligible for ODSP, the amount of money you get will depend on your specific situation and the amount you receive is subject to change.

Length of Time to Process the Application: You have 90 days to complete and return the Disability Determination Package to the ministry's Disability Adjudication Unit. If you don't send it back within 90 days, they will consider your ODSP application withdrawn unless you make a written request for an extension and it is approved.

The Disability Adjudication Unit will review the completed package and determine if you meet the program's definition of a person with a disability. This is called the Disability Determination Process.

If you meet the definition of a person with a disability, your local ODSP office will confirm that you still qualify financially. If you still qualify, you will receive income support. If your disability or medical condition may improve, you will be given a date for a medical review.

How to apply for ODSP:

- **Online:** This application takes 20-30minutes. Ontario Disability Support Program | ontario.ca
- **Telephone:** By contacting the Social Assistance Contact Centre Toll-free: 1-888-999-1142 or Toll-free TTY: 1-800-387-5559.
- **In-person:** By booking an appointment through your local ODSP office Office Locator (gov.on.ca)

Remember, if you do not have enough money to support yourself and your family while they review your application, you can apply to Ontario Works and ODSP at the same time online.

Your eligibility for Ontario Works will be assessed first, and if you are eligible, you can receive financial assistance from Ontario Works while they assess your application for ODSP.

For more information: Call 1-888-256-6758 or find the office closest to you.
<http://www.mcss.gov.on.ca/en/mcss/programs/social/odsp/index.aspx>

Employment Insurance (EI) Sickness Benefits

Employment insurance (EI) provides sickness benefits to individuals who are unable to work because of sickness, injury, quarantine or other medical illnesses.

Eligibility Criteria

- you are unable to work for medical reasons
- your regular weekly earnings from work have decreased by more than 40% for at least 1 week
- you accumulated 600 insured hours of work in the 52 weeks before the start of your claim or since the start of your last claim, whichever is shorter
- you will need to get a medical certificate signed by a medical practitioner when you apply

While you are receiving sickness benefit, you must remain otherwise available for work, if it weren't for your medical condition

Duration: Up to 26 weeks of financial assistance if you cannot work for medical reasons.

Amount: You could receive 55% of your earnings up to a maximum of \$668 week. The basic benefit rate is 55% of your average insured earnings before taxes in the past 52 weeks or since the start of your last claim, whichever is shorter. This means you can receive a maximum payment of \$668 per week. Your EI payment is a taxable income at the federal and provincial or territorial levels. If it applies, taxes will be deducted. These amounts are reviewed each year.

Some employers provide additional money to employees on sick leave. This is called a top-up. Check with your employer to find out if they offer a top-up.

Family Supplement: You may also be eligible to receive the family supplement if:

- your annual net family income is \$25,921 or less
- you have at least one child under 18
- you or your spouse receive the Canada Child Benefit

The family supplement will automatically be added to your weekly benefit payments. Your total weekly amount cannot exceed \$668.

Length of Time to Process the Application: If EI has all the required information and if you qualify for benefits, your payment will usually be issued within 28 days from the date your application is received. If you do not qualify, EI will notify you of the decision made on your claim.

How to apply for EI Sickness Benefit:

- **Online:** Privacy notice statement - Canada.ca
- **In person:** Find a Service Canada Office

**For more information: Call 1-800-206-7218, TTY: 1-800-529-3742 or visit <http://www.servicecanada.gc.ca/eng/sc/ei/benefits/sickness.shtml>
Employment Insurance benefits - Canada.ca**

Employment Insurance (EI) Regular Benefits

Employment insurance (EI) provides regular benefits to individuals who lose their job through no fault of their own (for example, due to shortage of work, or seasonal or mass lay-offs) and are available for and able to work, but cannot find a job.

Eligibility Criteria

- were employed in insurable employment
- lost your job through no fault of your own
- are affected by flooding or wildfires
- have been without work and without pay for at least 7 consecutive days in the last 52 weeks
- have worked for the required number of insurable employment hours in the last 52 weeks or since the start of your last EI claim, whichever is shorter
- are ready, willing and capable of working each day
- are actively looking for work (you must keep a written record of employers you contact, including when you contacted them)

To prove your eligibility and to receive payments you may be entitled to, you are required to complete bi-weekly reports by internet or telephone. Failure to do so can mean a loss of benefits.

Duration: You may receive EI regular benefits for a period ranging from 14 to 45 weeks. The number of weeks you receive benefits depends on the unemployment rate in your region at the time of filing your claim and on the number of hours of insurable employment that you accumulated in the last 52 weeks or since your last claim, whichever is shorter.

Amount: The basic rate for calculating EI benefits is 55% of your average insurable weekly earnings (determined by the Canada Revenue Agency), up to a maximum amount. As of January 1, 2024, the maximum insurable earnings amount is \$63,200. This means that you can receive a maximum amount of \$668 per week.

If your net family income doesn't exceed \$25,921 per year, you have children and you or your spouse receives the Canada Child Benefit, you are considered a member of a low-income family. Therefore, you may be eligible to receive the EI family supplement.

The family supplement rate is based on:

- your net family income up to a maximum of \$25,921 per year
- the number of children in the family and their ages

The family supplement may increase your benefit rate up to 80% of your average insurable earnings. If you and your spouse claim EI benefits at the same time, only 1 of you can receive the family supplement. It is generally better for the spouse with the lower benefit rate to receive the supplement.

As your income level rises, the Family Supplement gradually decreases, so that when the maximum income of \$25,921 is reached no supplement is payable.

Length of Time to Process the Application: If EI has all of the required information, and if you qualify for benefits, your payment will usually be issued within 28 days of the receipt of your application. If you do not qualify, they will notify you of the decision made on your claim.

How to apply for EI Regular Benefit:

- **Online:** EI regular benefits: Apply - Canada.ca
- **In person:** Find a Service Canada Office
- **By phone:** 1-800-531-7555.

For more information: Call 1-800-206-7218 or visit www.servicecanada.gc.ca

Canada Pension Plan Disability

The Canada Pension Plan (CPP) disability benefit is available to people who have made enough contributions to CPP, and who have a mental or physical disability that regularly stops you from doing any type of work. This means that your disability usually or always prevents you from doing any substantial gainful work. Work capacity can be demonstrated through paid work, volunteer activities, educational activities or any combination of these activities. Your condition must be both severe and prolonged when you apply and prevent you from working at any job on a regular basis. The disability must be long lasting or likely to result in death. People who qualify for disability benefits from other programs may not qualify for the CPP disability benefit.

Eligibility Criteria

- are under the age of 65
- have made enough contributions into the CPP
- have a mental or physical disability that regularly stops you from doing any type of substantially gainful work, and
- have a disability that is long-term and of indefinite duration, or is likely to result in death
- have made valid contributions to the CPP in 4 of the last 6 years, or
- have contributed for at least 25 years, including 3 of the last 6 years, or
- meet the requirements for the late applicant provision

Duration: Your CPP disability benefit is not necessarily a permanent benefit. It is intended to partially replace your employment income for as long as your disability stops you from working at any job on a regular basis. Your disability benefit will automatically change to a CPP retirement pension when you turn 65.

Amount: The basic payment amount is \$583.32. We add to the basic amount based on how much you paid into the Canada Pension Plan (CPP) while you worked. For example, the average monthly amount for new beneficiaries in October 2023 was \$1176.98. The maximum monthly amount payment in 2024 was \$1606.78.

If someone went early onto the Canada Pension Plan for example at age 60, the maximum they can receive is the basic amount of \$583.32. The disability benefit amounts are reviewed every January to reflect changes in the cost of living. Your monthly benefit amount will not decrease if the cost of living goes down,

Length of Time to Process the Application: CPP makes eligibility decisions on at least 75% of applications within 120 calendar days (4 months). The time begins when they receive a complete application which includes the questionnaire, application and medical report.

How to apply for Canada Pension Plan Disability:

- **Online:** "My Service Canada" account My Service Canada Account (MSCA) - Canada.ca
- **In person:** Complete and submit CPP Disability Benefits application: Form Detail (servicecanada.gc.ca), Find a Service Canada Office
- **Telephone:** 1-800-277-9914 TTY: 1-800-255-4786

Canada Pension Plan Disability Vocational Rehabilitation

Program: The Disability Vocational Rehabilitation Program is a voluntary program that helps Canada Pension Plan (CPP) disability benefit recipients return to work. If you are receiving a CPP disability benefit, you may be eligible for vocational counselling, financial support for training, and job-search services. While you participate in the program, you continue to receive your regular CPP disability benefit, including while you search for a job. In the past, many people receiving benefits because of a severe and prolonged disability believed that they were permanently out of the workforce. Now, new technologies, medical treatments and skills training are making it possible for some people with severe disabilities to re-enter the workforce.

Eligibility Criteria: You can participate in the Disability Vocational Rehabilitation Program if:

- you are receiving a CPP disability benefit
- you are willing and able to participate in the program
- you are motivated
- you are likely to return to work through the assistance of this program
- your medical condition is stable

How this program can help you:

- return to your former job with your former employer
- return to a modified version of your former job
- work at a different job with your former employer using your current or newly acquired skills
- work at a different job with any employer using your current or newly acquired skills
- be retrained for a job through skills or education upgrading, or gain skills for self-employment

Services included:

- **Employment Counselling and Guidance:** Participants receive one-on-one guidance to identify their needs, assess their education and current job skills, discuss their work goals and find out about the current job market in their area. With help from a vocational rehabilitation

specialist, participants will learn about the skills that employers are looking for, or look at opportunities for self-employment.

- **Planning a return-to-Work:** A vocational rehabilitation specialist will work with the participant to develop an individualized return-to-work rehabilitation plan in consultation with the participant's treating physician or nurse practitioner. The participant, Service Canada, as well as the participant's health care professional and your vocational rehabilitation specialist must all sign this plan. Then it becomes the participant's contract with the Canada Pension Plan.
- **Improve Skills/retraining:** If participants need to improve their skills, upgrade their education or retrain to secure a job, the Canada Pension Plan may cover the costs.
- **Developing Job Search Skills:** After participants complete their work-related rehabilitation, their vocational rehabilitation specialist will help them to find work. For example, with your specialist's help, the participant could:
 - find out where the jobs are
 - prepare a résumé
 - join a job-finding club to practice their interview skills\develop strategies to get interviews or identify organizations that might hire them

For more information: Call 1-800-277-9914 or visit: www.servicecanada.gc.ca or <http://www.servicecanada.gc.ca/eng/isp/cpp/disaben.shtml> or [Contact Canada Pension Plan - Canada.ca](#)

This resource was developed by the members of the Southwestern Ontario Occupational Therapy Stroke Network in alignment with the Canadian Stroke Best Practice Recommendations. Information was adapted with permission from existing provincial stroke network resource. Inquiries can be made to swosn@lhsc.on.ca; Last Updated: July, 2024

Job Benefit Questions to ask your Employer or Benefits Carrier



If you were employed or self-employed when you experienced a stroke it is important to understand what benefits you have and how to access those benefits. You may have job benefits with an employer or if you are self-employed you may have purchased benefits. Here are some questions to ask your employer or benefits carrier. This information will help you make informed financial and recovery decisions about return to work.



QUESTIONS TO ASK ABOUT YOUR BENEFITS:

1. What disability benefits do I have?

Short Term Disability Benefits Questions:

- What is the application criteria?
- What is the amount of my weekly benefit?
 - Are they taxable or non-taxable? Does the benefits carrier deduct other benefits such as Canadian Pension Plan disability?
- What is the duration of my benefits?
 - How long am I paid benefits and who decides the time frame
- Can I still contribute to my company's retirement pension plan?
- Can I still access my health benefits? If yes, is there a cost?

Long Term Disability Benefits Questions:

- What is the application criteria?
- What is the amount of my benefits?
 - Are they taxable or non-taxable? Does the benefits carrier deduct other benefits such as Canadian Pension Plan disability?
- What is the duration of my benefits?
 - How long am I paid benefits and who decides the time frame?
- What type of coverage do I have?
 - Own Occupation: unable to do essential task of own job
 - Any Occupation: unable to do any job based on education, training and experience
- Can I still contribute to my company's retirement pension plan?
- Can I still access my health benefits? If yes, is there a cost?

2. What rehabilitation benefits are available from the Long-Term Disability benefits carrier?

- Are services for return to work available?
- Who decides what services I receive?
- Is there a mandatory rehabilitation clause in my disability coverage (Am I expected to participate in rehabilitation? What does this mean and what happens if I choose not to participate?)
- Is re-training available if I cannot return to my former job?

3. What coverage do I have for extended health?

- What benefits are available and what is the funding criteria?
- Will it pay for the therapies I need?
- Will it cover the cost of any special equipment I may need (e.g. wheelchair)?

4. Where do I find additional information on the benefits that I have coverage for?

- Human Resources/Payroll
- Benefits booklet
- Online resources
- Insurance company

Additional Considerations:

1. Who do I talk to (employer/benefits carrier) regarding a return to work?
2. Who determines when I can attempt a return to work? What can I do to help?
3. What is the role of my doctor/specialist regarding a return to work?
4. Is there a job for me to return to?
5. Can my employer terminate my job? Is there government legislation (e.g. Duty to Accommodate) that my employer must follow?
6. If I cannot do my job due to my disability, what happens?
7. Can I work part-time? How does it affect my disability benefits?
8. What if my attempt to return to work fails? How does this affect my benefits?
9. How do I manage my co-workers' reactions to my changed abilities?
10. Is there information available for my employer and my co-workers that provides education about stroke and some of the changes I may be experiencing?

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Volunteering After Stroke



Volunteering has a meaningful, positive impact on your community. It can also have a positive impact on your health. Those who volunteer may experience greater functional ability and lower rates of depression later in life.



BENEFITS OF VOLUNTEERING:

Maintain and improve old skills: Volunteering can help you build upon skills you already have and use them to benefit the greater community. If you have the experience of a sales person, volunteering could assist you in developing your public speaking, communication, and marketing skills.

Develop new skills: Employers often seek well-rounded individuals who have good teamwork and goal setting skills. Serving on a volunteer committee or board is a great way to learn group dynamics and teamwork. Serving as a committee chair increases leadership skill. Planning and implementing a major fund-raising event can develop goal setting, planning and budgeting skills. As well, many volunteering opportunities provide extensive training. For example, you could become a knowledgeable art historian while donating your time to a museum.

Practice skills: Volunteering offers opportunities to practice skills in a relatively risk-free environment. It is much more effective to practice a skill than to read about it or study it in a classroom. Volunteering is an excellent place to experiment, practice and try out new techniques and skills. You can build your self-confidence through practice.

Try out a new job: Volunteering offers you the chance to try out a new career without making a long-term commitment. It is also a great way to gain experience in a new field. Sometimes, you can volunteer directly at an organization that does the kind of work you are interested in. Your volunteer work might expose you to professional organizations or internships that could be of benefit to your career. Sometimes a volunteer experience can lead you to discover a skill or interest you were unaware of.

Network: Volunteering gives you the satisfaction of knowing you are benefitting your community by getting involved. You do not have to join a club or attend meetings. You can volunteer at a time that fits your schedule. You not only develop friends and professional relationships, you may also hear about job openings, gather insider employment information and develop great references.

Energize and/or relax: Volunteering gives you the satisfaction of knowing you are doing good and being involved in your community. If you feel strongly about something that is happening or not happening in your community, get involved. Encourage others to join with you and find new solutions to community problems. Sometimes we simply need a break in our routine, or an opportunity to create balance in our lives. The energy and sense of fulfillment gained through your volunteer experience can carry over to your personal life and may help to relieve tensions and foster new perspectives for old situations.

Gain work experience: Volunteering demonstrates workplace skills such as management skills, customer service skills and leadership skills that can be put on a resume. Work experience is work experience, with or without a paycheck. If you are developing new skills or thinking of pursuing a new career, volunteering can give you valuable, practical experience. Career counselors encourage job seekers to document their volunteer experiences.

HOW DO I START VOLUNTEERING?

You will have a richer and more enjoyable volunteering experience if you first take some time to identify your goals and interests. Start by thinking about why you want to volunteer. Also think about what you would enjoy doing. Volunteer opportunities that match both your goals and your interests are more likely to be fun and fulfilling for you.

Tips for getting started: First, ask yourself if there is something specific you want to do. Having answers to these questions will help you narrow down your search. For example, do I want to:

- Make it better around where I live?
- Meet people who are different from me?
- Try something new?
- Do something with my spare time?
- See a different way of life and new places?
- Try out the type of work I might want to do as a paid job?
- Do more with my interests and hobbies?
- Do something I'm good at?

What is right for me? The key is to find a volunteer position that you would enjoy and are also capable of completing. It is also important to make sure that your commitment matches the organization's needs. Consider the following questions:

- What are my strengths and abilities? What skills do I bring to a volunteer job?
- Would I like to work with people or would I rather work in solitude?
- Am I better behind the scenes or do I prefer to take a more visible role?
- How much time am I willing to commit?
- How much responsibility am I ready to take on?
- What causes are important to me?

In your search for the right volunteer opportunity, don't limit yourself to just one organization or one specific type of job. Sometimes an opportunity looks great on paper, but the reality is quite different. Try to visit different organizations and get a feel for them. The more satisfaction you have as a volunteer, the better your contributions and the more likely you will continue.

WHERE DO I FIND VOLUNTEER OPPURTUNITIES?

- Hospitals, community health centers, community support agencies (e.g. VON)
- Community theaters, museums and monuments
- Libraries and senior centers
- Service organizations such as Rotary clubs, Kinsmen clubs
- Youth organizations, sports teams, and after-school programs
- Historical restorations and community parks and recreation
- Online databases such as:
 - www.volunteer.ca – Volunteer Canada: lists volunteer centres in Canada that can help you find a volunteer opportunity in your local area
 - www.ovcn.ca – Ontario Volunteer Centre Network: lists volunteer centers in Ontario to help you find a volunteer opportunity
 - www.charityvillage.ca – Charity Village: provides a search engine to assist you with finding volunteer opportunities

HOW DO I GET THE MOST OUT OF VOLUNTEERING?

You are donating your valuable time, so it is important that you enjoy and benefit from your volunteering. It is important that your volunteer position is a good match for you. To ensure this good match, it is important to communicate with the people that you are volunteering for.

Ask questions: You want to make sure that the experience is right for your skills, your goals, and the time you want to spend. If you have any questions, be sure to speak up. Ask about time commitments, training, expectations, who you will be working with and who to talk to if problems arise.

Know what is expected: Before starting, make sure you are comfortable with the organization, know what is expected, and understand the time commitment. Consider starting small so that you do not over commit yourself at first. Give yourself some flexibility to change your focus if needed.

Do not be afraid to make a change: Speak up if your experience is not what you expected. Do not force yourself into a bad fit. Talk to the organization about changing your focus or consider looking for another match.

Enjoy yourself: Most importantly, make sure you are having fun! The best volunteer experiences benefit both the volunteer and the organization. If you are not enjoying yourself, ask yourself why. Is it the tasks you are performing? The people you are working with? Or are you uncomfortable simply because the situation is new and familiar? Pinpointing what's bothering you can help you decide how to proceed.

REFERENCES

Saisan, J., Smith, M., Kemp G. (August 2011) "Volunteering and its Surprising Benefits".

http://helpguide.org/life/volunteer_opportunities_benefits_volunteering.htm

Ten Professional Development Benefits of Volunteering (Everything I Learned in Life I Learned through Volunteering). Mary V. Merrill, LSW, Merrill Associates This article was first published in 2001 and is licensed under a Creative Commons License. It may be reproduced in its entirety provided that you give the original author credit.

World Volunteer Web "Benefits to Volunteering"

<http://www.worldvolunteerweb.org/resources/how-to-guides/volunteer/doc/benefits-of-volunteering.html>

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www.swostroke.ca | swosn@lhsc.on.ca

Return to Work: Resource Guide



Stroke Network
Southwestern Ontario

This guide is intended to provide an overview of services that may support your return-to-work journey. Every effort has been made to ensure that this guide is up to date and comprehensive; however, if you have additional questions and/or require alternative resource information please reach out to your health care team.

Recovery from stroke is a journey. For some people, that journey includes a return to the workplace, either to their previous role, a modified position or something entirely new. The following services are available to stroke survivors within Southwestern Ontario who are exploring the return to work.



REGIONAL RESOURCES

These resources are centrally located in London, ON and/or offer multiple locations within Southwestern Ontario. These resources may be accessed by self-referral and/or a community/government-based agency. These resources may be free and/or have a fee for service. For more information, please refer to the resource contact information.

Goodwill Career Centre

IN OFFICE FEE FOR SERVICE NO COST

Website: www.goodwillindustries.ca

The Goodwill Career Centre offers free services and programs to help navigate career options, strengthen your resume, prepare for job interviews or look at education and skills training opportunities to get you working. If you have a disability or self-identified barrier to employment, free services include employment counselling and planning, vocational assessments, work placements, job shadowing, supportive coaching and more.

Locations and Phone Numbers:

London: 255 Horton St E, 2nd Floor. Phone 519-850-9000, press 3

Chatham: 300 Lacroix St. Phone: 519-354-4400

Sarnia: 1249 London Road. Phone: 519-332-4333

March of Dimes

NO COST IF ELIGIBLE FOR SERVICES FEE FOR SERVICE FOR PRIVATE INSURES

920 Commissioners Rd. East London | Ph: 519-642-3999 | Toll Free: 1-866-496-8603 | Website: <https://www.marchofdimes.ca/en-ca/programs/es/>

March of Dimes Employment Services work with several different contracts including: Veterans Affairs Canada, Ontario Disability Employment Supports Program (ODSP), Workplace Safety and Insurance Board (WSIB), Ontario Works, and Private Insurers. March of Dimes provides a variety of placement, assessment and case management services to support individuals in return to work.

Leads Employment Services

IN COMMUNITY/OFFICE FEE FOR SERVICE NO COST

Phone: 1-866-955-3237 | Website: www.leadsservices.com | Email: info2@leadsservices.com

Individualized skills development and employment support services. Leads employment specialists have diverse backgrounds, credentials and specializations for providing one to one support in customized services, including: developing skills to prepare for and retain employment, identifying employment opportunities that fit abilities and experience, job coaching and mentoring to build strong relationships with employers and coworkers, facilitating follow up reviews and problem resolution to help achieve success. Leads provides services both in government funded and fee-for-service formats. Individuals & advocates can contact or apply in person at Leads or at the Leads website.

Locations

London: 171 Queens Ave., Ste. 410

Stratford: 32 Erie St.

Strathroy: 67 Front Street West

Owen Sound: 1051 2nd Ave. E., Ste. 205

Sarnia: 180 College Avenue North

St. Thomas: 300 S Edgeware Rd., Ste. 121

Woodstock: 18 Vansittart Ave.

Pursuit Health Management

IN COMMUNITY/OFFICE FEE FOR SERVICE

1 – 121 Oxford Street E., London | Ph: 519-672-1048 | Toll-Free: [1-877-488-3771](tel:18774883771) | Website: www.pursuithealth.ca

Pursuit Health Management offers vocational rehabilitation services to support you in the process of identifying vocational abilities, assessing transferable skills and understanding functional/cognitive limitations. The goal of their vocational rehabilitation consultants is to facilitate your return to suitable employment by providing you with the necessary to seek employment independently and compete in the labour market.

Pathways Employment Help Centre

IN OFFICE FEE FOR SERVICE NO COST

Website: www.pathwaysehc.ca

Pathways Employment Help Centre offers a wide variety of workshops, tools, training programs and certificates to help you achieve your employment goals. Workshops are taught by experienced facilitators, where you can learn about the skills and paths available to you on your employment journey.

Locations and Phone Numbers:

London: Horton Campus 100-205 Horton Street East. Phone: 519.667.7795

London: Dufferin Campus 100-150 Dufferin Avenue. Phone: 519.439.050

DMA Rehabilitation

IN OFFICE/HOME FEE FOR SERVICE NO COST

Toll- Free: 1(866) 802-5518 | Email: info@dmarehability.com | Website: <https://www.dmarehability.com/services/vocational-rehabilitation-services/>

DMA Rehabilitation offers vocational rehabilitation services to support you in understanding your current abilities, interests, education, experience, and other qualifications while considering return to employment.

Locations and Phone Numbers:

London: 1151 Florence St #300. Phone: 519-452-004 **Windsor:** 1682 Howard Ave. Phone: (519) 974-7399

The Life Skills Centre

IN OFFICE FEE FOR SERVICE

111 Belmont Drive, Suite 102, London | Ph: 519-680-3808 | Website: www.lifeskillscentre.ca

The Life Skills Centre can you with employment counselling, career exploration exercises, labour market research, resume and cover letter development, reference preparation, interview techniques and job finding clubs.

ATN Access Inc.

IN OFFICE/VIRTUALLY NO COST

15-1 Adelaide St N, London | Ph: 519-433-7950 | Email: info@atn.ca | Website: www.atn.on.ca

The ATN Employment & Learning Specialists offer one-to-one employment preparation and job retention services. They can support you in exploring new or different career opportunities and create a step-by-step employment action plan for success based on your needs and situation. They offer a drop-in computer resource centre with height-adjustable workstations and adaptive hardware and software, and their services include career exploration exercises, resume development, interview techniques, digital literacy training, as well as employer consultations to remove barriers to employment and create inclusive work environments.

Moving Towards Wellness

IN OFFICE/HOME FEE FOR SERVICE

P.O. Box 1055 Clinton | Ph: 519-482-7181 | Fax: 519 482 3799 | Email: mtw@mtwltd.ca | Website: www.movingtowardswellness.ca

Moving Towards Wellness provides support through individualized employment counselling, job coaching and shadowing, ergonomic assessments, job site and physical demand assessments.

Tungasuvvingat Inuit

1071 Richmond Rd., Ottawa | Ph: 613-565-5885 | Website: www.tiontario.ca/programs/employment

Providing the highest quality career and training programs to help clients achieve their goals. The Employment Team assists unemployed and underemployed Inuit in a number of ways as they offer: career counselling, job search and training opportunities that will lead to meaningful employment.

ADDITIONAL RESOURCES

These additional resources are more broadly based. They are available for individuals that are geographically located within or outside of Southwestern Ontario.

The Healthline

Website: <https://www.thehealthline.ca/>

The Healthline provides health-based resources, including vocational support services based on your geography.

Gowan Consulting

Toll Free: 1-888-752-9954 | **Website:** <https://www.gowanhealth.com/who-we-are>

Rehab First

Toll Free: 1-888-734-2290 | **Website:** <https://www.rehabfirst.ca/workpathways>

Lifemark Therapy Services

Toll Free: 1-855-444-0834 | **Website:** www.lifemarkworkhealth.ca

Bartimaeus Rehabilitation Services

Toll Free: 1-877-542- 9990 | **Website**

<http://www.bartimaeusrehab.com/rehabilitation-services/vocational/>

This resource was developed by the members of the Southwestern Ontario Occupational Therapy Stroke Network. All efforts have been made to ensure that this resource is comprehensive, however, it may not be inclusive of all resources applicable to your situation. **Remember**, an unexpected health event such as a stroke can have a significant impact on your mental health and mood which can also be heightened by the potential loss of the ability to return to work. Your new functional status may change how you care for yourself and interact with others. Connecting with therapy resources (ie. counselling) within your community may also be helpful when learning how to cope with this change and reframe your new way of living. For more information on local resources and supports, please contact your primary health care provider. Additional inquiries can be made to swosn@lhsc.on.ca; Last Updated: July, 2024

www.swostroke.ca | swosn@lhsc.on.ca

Huron Perth: Resources

The Centre for Employment and Learning

Website: www.thecentreforemploymentandlearning.ca

The Centre for Employment and Learning offers individualized employment counselling, career exploration exercises, resume and cover letter development, skills development and employment workshops. The center can assist you in upgrading reading, writing, math, computer, communication and essential workplace skills. You may self-refer and/or be referred by a government/ community agency.

Locations and Phone Numbers:

Clinton: 171 Queens Ave., Ste. 410 60 Mary Street. Phone: 519.482.1700

Exeter: 349 Main Street, P.O. Box 173. Phone: 519.235.0471.

Goderich: 41 West Street. Phone: 519.524.2515

Stratford: 60 St. Andrew Street. Phone: 519.271.4896

Wingham: 152 Josephine Street, P.O. Box 130. Phone: 519.357.4995

Listowel: 280 Wallace Avenue South. Phone: 519.291.9453

Seaforth: 9 Goderich Street West. Phone: 519.527.2288 or 519-440-6352

Partners in Employment

Website: www.partnersinemployment.on.ca

Partners in Employment Services include individualized employment counselling, career exploration exercises, labour market research, resume and cover letter development, reference preparation, interview techniques and employment workshops. Services are available through self-referral or referral by a government or community agency.

Locations and Phone Numbers:

Stratford: 75 Waterloo Street. Phone: 519-272-1946

St. Mary's: 26 Wellington Street. Phone: 519-284-0112

Listowel: 230 Main Street West. Phone: 519-291-2726

Goderich: 41 West Street. Phone: 1-888-729-9675

Exeter: 349 Main Street. Phone: 519-235-0471

New Horizons Rehabilitation Services

1100 Wallace Avenue, Listowel | Ph: 519-291-5402 www.newhorizonsrehab.com

New Horizons is a fee for service program that provides rehabilitation, exercise programs, and physiotherapy and occupational therapy assistance with worksite reintegration issues. It also offers a functional job match program. Services are available through self-referral, or referral by a government or community agency.

St. Mary's Physiotherapy and Rehabilitation Clinic

268 Maiden Lane, St. Mary's | Ph: 519-284-0904 | Fax 519-284-0870 | Email

info@stmarysphysio.com | Website: <https://www.stmarysphysio.com/>

St. Mary's clinic offers support for stroke survivors with pre-vocational, community access and daily living skills. Services include: Physiotherapy, Kinesiology, Registered Massage Therapy, Social Work, Assistive Devices Program Assessments and home care. St. Mary's Community Rehabilitation is available through self-referral, or referral by a government or community agency.

Grey Bruce: Resources

Adult Learning Centre

824 First Avenue West, Owen Sound | Ph: 519-376-7170 | Website: www.adultlearningcentres.ca

The Adult Learning Centre provides free pre-vocational skills such as community access skills, daily living skills, computer training, driver's license preparation and money management. Those interested may self-refer.

VPI Employment Solutions

1450 First Avenue West, Owen Sound | Toll free: 1-877-371-4707 | Website www.vpi-inc.com

VPI Employment Solutions services are available at no charge to individuals from Grey and Bruce Counties. Case managers will conduct a needs assessment. Based on this, goals for future employment are identified and a strategy and training plan focused on these goals follows.

YMCA Employment Resource Centre

**450 First Avenue West, Owen Sound | Ph: 519-371-3060
20 McNab Street, Unit 200, Walkerton | Ph: 519-881-4606**

YMCA Employment Resource Centre offers Individualized employment counselling, career exploration exercises, labour market research, resume and cover letter development, reference preparation, interview techniques and job finding workshops.

Tracks Employment Services

50 Hume Street, Collingwood | Ph: 705-444-1580

Tracks Employment Services provide individualized employment counselling, career exploration exercises, labour market research, cover letter and resume development, reference preparation and interview techniques. There are no fees for these services, and they can be accessed by self-referral.

Windsor Essex: Resources

Ontario Ministry of Community & Social Services

270 Erie Street East, Windsor | Ph: 519-254-1651

The Ontario Ministry of Community and Social Services is available for individuals aged sixteen and over with proof of a disability (i.e. verified by a doctor). Those on Ontario Works are ineligible. Services are available through self-referral or referral through a community or government agency. If a client is on ODSP, there is no cost. If a client is not on ODSP there is a client contribution based on income. Individuals are then referred to other service providers for supports.

City of Windsor: Employment and Training Services

Ph: 519-977-6444, ext. 5520 or 5183 | Website ets@citywindsor.ca

The City of Windsor's Employment and Training Services (ETS) is an Employment Ontario service provider that provides employment services and one-on-one assessments to the public. They offer high-quality, no-charge employment and client matching services to help reconnect unemployed/under-employed individuals with the right job opportunity.

UHC: Hub of Opportunities

955 Cantelon Dr, Windsor | Ph: (519) 944-4900 | Website <https://www.uhc.ca/>

UHC provides the support and guidance needed to help reach you education and/or employment goals. Many programs are available to assist you including specialized programming related to job searching. UHC offers a walk-in resource and Information Centre to help focus on your job search, as well as one-one career counseling.

Elgin Oxford: Resources

Novus Rehab

15 Barrie Blvd, St Thomas | Ph: (519) 637-0981 | Website <https://novusrehab.ca/>

Novus Rehab team includes vocational experts to support individuals in getting back to sustainable employment safely and successfully.

Chatham Kent: Resources

Community Living

101 Stewart Street, PO Box 967, Chatham | Ph: 519-351-0460 extension 223

Website: <https://www.clc-k.ca/jobworx-employment-services/>

Community Living Chatham-Kent assists job seekers with disabilities in the community find meaningful work. Available through self-referral or referral by a community agency. Visit their website or contact them directly to learn more about their employment supports and transitions service options.

Chatham Kent Employment Resource Centers

120 Wellington Street W, Chatham | Ph: 519-380-9978 | Website:

<https://www.chatham-kent.ca/community/employmentsupport/Pages/CK-Jobs.aspx>

CKERC offers job search resources, information on area employers, free use of computers with high-speed internet, printers, copiers, scanners, and fax machines. In addition, they can support you in resume development, online applications and interview strategies.

Walpole Island First Nation Employment and Training

118 Tahgahoning Rd, Wallaceburg | Ph: 519-627-7148 | Website:

www.walpoleislandfirstnation.ca

Committed to serving Walpole Island community members, offering a variety of employment and training services tailored to meet each client's needs. Visit their website or contact them directly to learn more about their employment supports and service options.

Sarnia Lambton: Resources

Community Living Sarnia-Lambton, Employment Support

551 Exmouth St, Suite 202, Sarnia | Ph: 519-332-4004 | Website:
www.communitylivingsarnia.org

A self-directed employment service developed to help you achieve your employment goals. Community Living Sarnia-Lambton assists job seekers with disabilities in the community, including one-on-one employment counselling, connecting with employers, resume and cover letter development, interview techniques, job coaching and more. Available through self-referral or referral by a community agency for those who live in Sarnia-Lambton. Visit their website or contact them directly to learn more.

The WorkPlace Group

St Clair Corporate Centre, 265 Front St, Suite 107, Sarnia | Ph: 519-337-9040
By Appointment Only: 417 Lyndock St, Corunna; 61 King St. W, Forest;
4200 Petrolia Line, Petrolia | Ph: 519-337-7377 | Website:
www.theworkplacegroup.ca

Free employment services and support to jobseekers. Professional staff are available to help clients with one-on-one employment consultant support, resume and cover letter building, interview skill coaching, mentoring for self-promotion and networking, referrals for training opportunities, etc. Staff can also assist clients with finding support to address temporary financial barriers to employment, including transportation, workplace accommodation needs for persons with disabilities and more. Registered clients are also able to make appointments to visit their Resource Centre and have free access to a computer with internet, printer, scanner and fax.

Aamjiwnaang First Nation – Employment and Training

978 West Tashmoo Ave., Sarnia | Ph: 519-336-8410 Ext. 249 | Website:
www.aamjiwnaang.ca/employment-and-training/

Offering a variety of aboriginal training programs and services for clients interested in returning to a career or establishing a new career goal. Employment services include but are not limited to career assessments, counselling, job search supports, labour market information, job coaching and assistance with referrals to programs.

Chippewas of Kettle and Stony Point – Four Winds Community Employment Services

9111 West Ipperwash Rd, Unit 8, Kettle & Stony Point FN | Ph: 519-786-6780 |
Website: www.kettlepoint.org/four-winds-community-employment-services/

Committed to providing the highest quality of services. Four Winds Community Employment Services provides a variety of services for clients including but not limited to: use of computers, internet, telephone and fax, printers, scanners, photocopier; assistance with resumes, cover letters and interview skills; information of education / training opportunities; and assistance with referrals to programs, services and resources offered in and around the community.

Goodwill Career Centre

**1249 London Road, Sarnia | Ph: 519- 332- 4333 | Website:
www.goodwillindustries.ca**

The Goodwill Career Centre offers free services and programs to help navigate career options, strengthen your resume, prepare for job interviews or look at education and skills training opportunities to get you working. If you have a disability or self-identified barrier to employment, free services include employment counselling and planning, vocational assessments, work placements, job shadowing, supportive coaching and more.

Leads Employment Services

**180 College Avenue North, Sarnia | Ph: 1-866-955-3237 | Website:
www.leadsservices.com | Email: info2@leadsservices.com**

Individualized skills development and employment support services. Leads employment specialists have diverse backgrounds, credentials and specializations for providing one to one support in customized services, including: developing skills to prepare for and retain employment, identifying employment opportunities that fit abilities and experience, job coaching and mentoring to build strong relationships with employers and coworkers, facilitating follow up reviews and problem resolution to help achieve success. Leads provides services both in government funded and fee-for-service formats. Individuals & advocates can contact or apply in person at Leads or at the Leads website.