



Photo by JOHN WARREN

### Hooked a winner

David Reeve, 6, of Acton wears the fishing derby medal he received Saturday at Burns Conservation Area. The event was geared to adults and children with special needs.

## Bosses and workers can overcome disabilities with help from new program

By KAREN SMITH

Matching the right person to a job is every employer's goal.

But when the right person has a disability, employers often have questions about how to accommodate him.

Employment and Immigration Canada now offers a service that gives employers the answers.

The Job Accommodation Network (JAN) is a telephone consulting service with a computer bank containing more than 10,000 examples of how employers have helped their disabled workers fit in.

By calling JAN, employers can get information from the data bank, advice from a trained consultant, and the name of an employer who has successfully accommodated a worker with a similar disability.

JAN was pioneered in the United States, where it has proven to be a

valuable and worthwhile service, said Pat Galton, supervisor of the Canada Employment Centre in Milton.

"It's been needed for a long time. It's a good idea."

When contacting JAN, employers are asked to describe the employee's disability and the requirements of the job.

The consultant then searches the computer for similar cases in which an employee was brought into a firm. Available data often includes information about technical devices to aid people with disabilities.

The consultant also gives the caller the number of an employer who has had a similar experience, and the names of manufacturers or distributors of recommended technology.

JAN's toll free number is 1-800-526-2262.

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