

Career Edge Organization is a national not-for-profit that has worked with over 1000 reputable employers across Canada to provide more than 9,500 paid internships since 1996. Career Edge Organization operates three innovative paid internship programs: *Career Edge* for recent or new graduates, *Ability Edge* for graduates with disabilities and *Career Bridge* for internationally qualified professionals.

### What is the Ability Edge paid internship program?



Ability Edge is a paid internship program for graduates with self-declared disabilities, offering employers access to qualified, diverse talent. Career Edge Organization shares its best practices around recruitment, retention and workplace accommodations for persons with disabilities based on the experience gained through its Ability Edge internship program that began in 1999. 94% of Ability Edge program registrants have a college diploma/certificate, university bachelor's degree or higher in a wide variety of disciplines including business, liberal arts, IT and sciences.

### What are the Qualifications of an Ability Edge Intern?

- Recently graduated from a Canadian college or university
- Has a self-declared disability
- Has little or no significant career-related work experience
- Seeks an entry-level, career-launching position
- Is eligible to work in Canada, and
- Has not previously accepted a Career Edge or Ability Edge Internship

### What are the Top Reasons for Hiring an Ability Edge Intern?

#### 1. **Add Diversity to your workforce**

- Be recognized as a socially conscious employer, with a commitment to creating a diverse and inclusive work force that reflects your customers and community, by hiring through Ability Edge and initiating AODA compliance related best practices in your organization.

#### 2. **Low-risk, cost efficient and flexible HR solution**

- Employers benefit from the diversity and skills of interns at a cost effective rate and interns gain valuable work experience. 6, 9 and 12 month paid internships are available allowing for flexibility with no commitment to hire permanently, allowing you to assess candidate performance before any long-term hiring commitment, although you can hire an intern at any time at no additional cost.

#### 3. **Access unique talent, immediately**

- We actively reach out to College and University career centres, disability offices and community agencies across Canada to ensure our candidate pool is fresh, high calibre and represents a wide range of business disciplines.

#### 4. **Human Resources Support**

- Proactive HR support provided by Career Edge Organization staff to assist employers in integrating interns and subsequently other employees with disabilities in the workplace. Career Edge Organization also administers interns' payroll, workers' compensation and payroll taxes.

For more information on the Ability Edge program please visit [www.abilityedge.ca](http://www.abilityedge.ca), email us at [info@careeredge.ca](mailto:info@careeredge.ca) or call us at 416.977.3343.

*Putting Talent to Work*