



WORKIN' IT

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**Real Work
for
Real Pay**

Message from the Chair

The results from the Networking Luncheon at the ACDS Conference in Edmonton this year on April 14, 2010, indicated that there was an overwhelming interest in receiving training opportunities. So, we have set up two workshops that will be hosted this fall. **Chris Arnold** will be presenting in **Lethbridge** September 28, 2010 and **Rob McInnes** in **Edmonton** will present on October 6, 2010. Check out the news letter for details and register soon as each workshop has limited seating.

We have updated our website and will continue to take your suggestions to meet your needs. If you have not logged on to our website I would encourage you check us out at www.aase.ca.

I would like to extend a huge thank you to the board of directors for all their work in putting together these great workshops and newsletters.

AASE, will hold it's Annual General Meeting in Edmonton on October 6, 2010. We are welcoming new board members for 2011 and it would be great to have you consider joining.

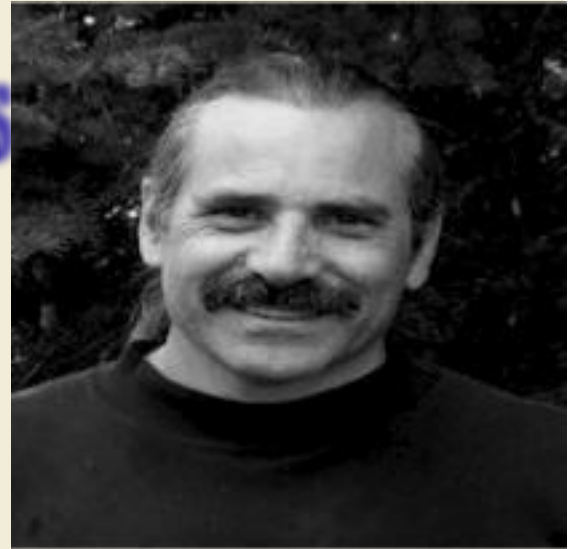
Chair of Board

KathleenTaubensee



Presents.....
A FULL-DAY SEMINAR WITH ROB MCINNES

**NEW FOUNDATIONS FOR
WORKFORCE INCLUSION**



As a human services professional, Rob's career has focused broadly on issues of workforce diversity and more specifically on issues of employment and disability. Rob's work has been marked by passion and leadership in the quest for greater workforce inclusion for people with disabilities. Currently a Partner with Diversity World, Rob has been active both in the social services realm and the corporate sector. He has formerly served as the CEO of two direct service organizations for people with disabilities, as Executive Director of the Canadian Council on Rehabilitation and Work, as the Coordinator for California Business Leadership Network, and as a Diversity Consultant with IBM. His monthly newsletter, inclusionRX, is enjoyed by thousands of subscribers throughout North America.

Wednesday October 6, 2010

Edmonton Delta South, 4404 Gateway Boulevard, Edmonton, AB

For room bookings call 780-434-6415 and quote AASE

Breakfast & Registration 8am – 9am

Workshop 9am to 4pm

AASE Members \$90.00 Non-Members \$110.00

Workshop includes continental breakfast, lunch and refreshments

early bird gets the worm-and a great deal!!

members only!!!!

\$ 75.00 before August 15, 2010



CHRIS ARNOLD IS COMING TO LETHBRIDGE



The Alberta Association for Supported Employment is very pleased to bring Chris to Southern Alberta!!!

success....creativity.....inovation

Chris Arnold is a director of Provincial Networking Group Inc. an successful employment/training company and the author of "Screaming for Attention"

In his workshop he will facilitate ways to assist persons with developmental disabilities to find or create real employment that works for them. Chris will challenge participants to think differently around employment opportunities and possibilities. He will demonstrate using a business approach to show value and worth. The techniques and tools he will be presenting have been tried and tested with many different types of disabilities and in different sized communities as well, these strategies work! Chris has been working with persons with disabilities for 20+ years in a wide variety of environments. For more information about Chris Arnold and the Provincial Networking Group go to <http://provincialnetwotking.com>

Creativity... Innovation...


LETHBRIDGE SANDMAN INN
421 MAYOR MAGRATH DRIVE SOUTH
call 403 328-1111 to book a room-say you're with AASE

**early bird gets the worm-and a great deal!!
(members only)**

Breakfast & Registration 8am – 9am
September 28, 2010, from 9am – 4 pm

\$ 75.00 before August 20, 2010

AASE Members \$90 Non-Members \$110



“The belief in the ability of all people and to offer an opportunity that others may not” were just two of the reasons that Chris Hay, Executive Director at the John Howard Society, decided to partner with a supported employment program that helped people with mental illnesses find and maintain employment. Another reason was to fill a hiring need. The two people with disabilities that he hired four months ago are now an integral part of his team. Chris has found these employees to be conscientious and says they take pride in their work, traits he describes as unfortunately somewhat rare in today’s workforce. He also identifies their strong work ethic and obvious pride as contagious, spreading to others within their organization.

How did your other employees react to the program? Were they flexible in working with a person who needed accommodations?

At first the other employees were a little hesitant. However, it wasn’t long before the new employees became accepted members of the organization. I attribute this to the new employee’s sense of pride and strong work ethic. That is, other than an initial briefing, I had little to do with this acceptance process. The reason for this is that I wanted to treat my two employees with disabilities as I would any other new hire. Therefore, it was up to them to learn the job and learn the social realities of the organization. Both have done so well!

Can you describe some of the challenges in hiring people with disabilities that you have experienced?

I found that at first I had to learn to move a little slower with regard to direction and allow them to fully experience the organization with regard to what we do and why we are here. However, moving slowly was short lived. That is, once they felt comfortable working and in a rather fast paced environment, they were up to the speed quickly.

What kinds of accommodations have you made for your employees with disabilities? Are these the same kinds of things that What would do for all of your employees?

Other than slowing the pace at first, I have not made any other accommodations. This is important to note because, contrary to popular belief, employees with disabilities require little if any accommodation. Further, from the start, I wanted to treat my two employees with disabilities as I would any other new hire. In fact, it is somewhat awkward to continue to refer to them as “employees with disabilities” as I don’t consider them this way day to day.