



A.I.M. for Work Advisor

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The Latest News at A.I.M.!

The last five months have been a blur here at A.I.M. for Work! Our newsletter has a new look and we are excited to tell you what's been happening at A.I.M. for Work over the last little while! Jo-Anne Dejonckheere, our Vocational Rehabilitation Assistant, got married on September 3rd, and now has a much easier last name to spell, Wilson! On October 24th, A.I.M. for Work moved to a new location at 61 Main Street in Selkirk. November involved getting settled in our new space, having a visit from Barbara Bowes, and also entering a tree in the Christmas Tree Festival! We held an Open House on December 14th and were happy to see many friends and colleagues stop by. Our new office features an ergonomic area displaying various assistive devices to help people with physical disabilities in the workplace. The move has been a positive one, and we continue to provide excellent service to our clients!



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Barbara Bowes visits A.I.M. for Work! Article in Winnipeg Free Press.

On November 30th we were very excited to have Barbara Bowes, columnist for the Winnipeg Free Press, come to visit our office! Barbara had been informed of our program, and she contacted us about doing a profile of A.I.M. for Work in her "Working World" column in the December 10th edition of the Free Press.

Barbara graciously wrote up an article in light of International Day of Disabled Persons which is recognized on December 3rd every year.

Barbara Bowes is President of Bowes Leadership Group, the best-known firm in Manitoba in regards to executive search, career outplacement, training and development and other HR services. Barbara is the author of the Working World column in the Winnipeg Free Press every Saturday.

Please see the article on pages 4 and 5 of our newsletter!

"When I meet new people and organizations such as A.I.M., I am always pleased to hear about their success and to experience their enthusiasm."

- Barbara Bowes



Technical & Assistive Devices



NoHands Mouse

NoHands Mouse® by Hunter Digital uses your feet, not your hands. Two foot pedals are used; one pedal features a proprietary 360 degree pressure-sensitive mechanism, which allows you to control both cursor speed and direction with one foot. The second pedal is used as a clicking device. NoHands Mouse eliminates the use of your hands making it beneficial for users with repetitive stress injuries or people who have a disability where they cannot use of one or both hands.

CHRISTMAS TREE FESTIVAL



AIM for Work decorated and entered a Christmas tree in the Christmas Tree Festival held on November 26-27, 2005 at the Selkirk Recreation Complex. The theme of our tree was “AIM for the Stars”, and featured silver and red stars, and our A.I.M. for Work target logo decorated all over the tree, with a silver star to top it off!

We were honoured to be asked to leave our tree up for the Mayor’s Dinner that was held on December 3rd, which also happened to be the International Day of Disabled Persons.



The top of our “AIM for the Stars” tree.

WORD SEARCH

There are many types of careers out there. Search this puzzle to find one that you may be interested in!

- | | |
|-----------------|-------------|
| Administrative | Management |
| Arts | Marketing |
| Communications | Media |
| Economics | Military |
| Education | Retail |
| Environmental | Sales |
| Government | Science |
| Healthcare | Social Work |
| Hospitality | Technology |
| Human Resources | Trades |

Solution on Page 8.....

CAREERS

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A R T S I C G N I T E K R A M
G D H E A L T H C A R E Y O E
C O M M U N I C A T I O N S D
I P V I A L E G A L A M I O I
Y Q M E N N T C Z S I V H C A
T U S S R I A R L L E I V I E
I S A E C N S G I I U K L A C
L C L D L T M T E D A E F L O
A I E A W H A E R M V T I W N
T E S R G R M L N A E B E O O
I N S T Y W I P R T T N S R M
P C E D U C A T I O N I T K I
S E T E C H N O L O G Y V P C
O L A T N E M N O R I V N E S
H U M A N R E S O U R C E S Z
    
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Focus on Disability – Diabetes

Did you know that over 2 million Canadians have Diabetes? This article will be focusing on Type I and Type II Diabetes, providing a brief overview and suggestions for accommodating employees with diabetes in the workplace.

Type I Diabetes:

Type I diabetes (previously known as Juvenile diabetes) occurs when the body makes little or no insulin. Insulin is essential for the cells of your body to metabolize glucose properly and function normally. Without insulin to move glucose into cells, blood sugar levels become dangerously high, a condition known as hyperglycemia. Since the body cannot utilize the sugar, the sugar spills over into the urine and is lost.

What causes it?

Although the causes are not entirely known, scientists believe the body's immune system attacks and destroys the insulin-producing cells in the pancreas.

What are the warning signs?

- Extreme thirst
- Increased hunger (especially after eating)
- Sugar in urine
- Frequent urination
- Sudden weight loss
- Fatigue
- Blurred vision
- Headaches
- Loss of consciousness (rare)

Type II Diabetes:

Type II Diabetes is the most common form of Diabetes. Unlike people with Type I Diabetes, people with Type II produce insulin; however, the insulin their pancreas secretes is either not enough or the body is unable to recognize the insulin and use it properly.

What causes it?

It is likely caused by multiple factors and not a single problem. It can run in families, but the exact nature of how it's inherited or the identity of a single genetic factor is not known. Some factors however, can put people at a greater risk, including:

- Being age 40 or over
- Being overweight
- Having a family member who has diabetes
- Having had gestational diabetes (diabetes during pregnancy)
- Race/Ethnicity – those of Aboriginal, Hispanic, African and Asian descent may be at higher risk

What are the warning signs?

- Slow healing sores or cuts
- Itching of the skin (usually around the groin)
- Frequent yeast infections
- Recent weight gain
- Velvety dark skin changes of the neck, armpit and groin, called acanthosis nigricans

What are the complications of Diabetes?

Type I & Type II share the same possible risks. It is a life long condition and it is associated with long-term complications that affect almost every part of the body.

High blood glucose levels (Hyperglycemia) over a long period of time can cause blindness, heart disease, stroke, kidney problems, amputation, nerve damage, periodontal disease, impotency and can complicate pregnancy.

Low blood glucose levels (Hypoglycemia) may cause you to feel hungry, shaky or light-headed, nervous or irritable, sweaty, nauseous, and can make your heart beat at a faster rate. You may also have difficulty concentrating, seeing or speaking and you may feel confused, weak or unusually sleepy.

See Page 7 for how to manage diabetes and for contact information for the Canadian Diabetes Association...

A.I.M. high

Monday, December 12th, 2005

Agency aids re-employment for disabled

Saturday, December 10th, 2005

BARBARA BOWES - WORKING WORLD

DECEMBER is a month of many celebrations; celebrations of birth, life, families, religion, happiness, good health and good jobs. December will also mark three very important dates for persons with disabilities in Manitoba. For instance, Dec. 3 was International Day of Disabled Persons, today will celebrate International Human Rights Day and Dec. 14 will celebrate an open house for A.I.M. for Work, a unique employment program for disabled workers.

The A.I.M. agency, a vocational rehabilitation organization located in Selkirk, was founded in 1997 and is funded by the provincial and federal governments. Its whole purpose as a "one-stop shop" is to provide a full range of vocational services for workers with physical disabilities. Its goal is to help these job seekers ensure a strong personal sense of achievement, independence and motivation through successfully attaining employment. At the same time, A.I.M. will work with businesses to help them implement initiatives that will ensure equity and inclusion for persons with physical disabilities. In addition, A.I.M. is more frequently being called upon to conduct workplace ergonomic assessments focused on injury prevention, disability awareness training, and workplace accommodation advice.

Let's face it, most of us take our physical and mental health for granted, thinking of course that we will never have a need for an agency such as A.I.M. Yet, according to Statistics Canada, almost one in 10 employed Canadians -- more than one million -- are persons with disabilities. And unfortunately, at least in Manitoba, 75 per cent of disabled individuals are either unemployed or underemployed. Just take a look around, I am certain that all of us know of an individual who has been rendered disabled as a result of a progressive disease, chronic illness or even a car or work-related accident. Yet, once we offer our sympathies or stop by for a quick visit, we don't pay much attention to the challenges and stresses these individuals will experience in trying to retain their current employment and/or finding alternative work.

Part of the issue for disabled workers, according to Rosetta Matthews, program manager, Tannis Barker, the employment and rehabilitation specialist, and Jo-Anne Wilson, office ergonomic specialist, is that most workers are not fully aware of the wide range of community resources available to them. Instead, they continue to struggle with the established and intimidating health or insurance systems with little or no success. In many cases, when they are finally referred to the A.I.M. vocational rehab agency, these individuals feel burnt out, hopeless and desperate.

One of the key differences in A.I.M.'s approach to re-employment of physically disabled workers is the focus on support rather than pressure to return to work. Within the traditional health and insurance systems, clients often feel they have been on a lonely crusade, "ping-ponged" back and forth with no one really helping them in any substantial way. A.I.M. on the other hand, provides clients with an individualized, personal approach to re-employment and acts as an advocate to assist individuals to more effectively access other community and institutional resources.

A.I.M. works with any individual with a chronic illness or physical disability that causes some restrictions in day-to-day living and working. Where or how the medical condition was acquired is not a concern, the only issue is how to attain successful, ongoing employment. A.I.M. provides comprehensive assessment and case management services that

include an in-depth physical capability and mobility assessments as well as a transferable skills analysis, career exploration, vocational assessments, labour market trend research, exploration of training and educational programs, job search techniques, resume writing and interview skills.

Services are provided by a highly qualified team of professionals who hold credentials as Certified Rehabilitation Specialists and community health and office ergonomics specialists. As advocates, these A.I.M. advisers not only assist clients to deal with the emotional side of disability and work but they act as information brokers, assisting clients to navigate through the bureaucratic systems more effectively.

Leaving no stone unturned, they link individuals with funding resources such as Employment Income Assistance, direct them to funded educational and retraining programs, refer individuals to support groups, communicate and gain the support of the individual's physician and act as an advocate with the traditional health and insurance systems.

One of the growing elements of A.I.M.'s re-employment counseling and advocacy work is to break the negative perception employers have about job seekers with a physical disability. For instance, it is commonly known that many of the general population hold a preconceived notion that a person with a disability doesn't have capabilities. In addition, while every company has the duty to accommodate and eliminate disadvantage to disabled employee, many companies simply do not understand what it takes to create an accommodation. As an advocate for the employment of disabled individuals, A.I.M. has been very successful in developing strong relationships with organizations and private industry such that workers with disabilities are indeed being effectively accommodated.

One reason employee accommodation has been made easier is that there are so many ergonomic products on the market that can be used to overcome the disability. In many cases, accommodation for a physically disabled worker has been as simple as providing an ergonomic chair or stool, a unique one handed keyboard, a larger computer monitor, a larger keyboard calculator, or a brighter light. In addition to workplace and employer assessments, and technical and assistive devices, A.I.M. also provides several avenues of education, training and tips and techniques for employers.

When I meet new people and organizations such as A.I.M., I am always pleased to hear about their success and to experience their enthusiasm. When I read testimonials from clients that say "services were indispensable", "A.I.M. was my last hope", "A.I.M. was my saviour", or "A.I.M. gave me courage", I am confident this agency's resourcefulness, their dedication and their philosophy of "support" versus "pressure" is an effective approach to the re-employment of individuals challenged by a physical disability. Finally, it is always a pleasure to meet someone who after many, many years in their profession, continues to exhibit excitement and a sense of achievement through their work. After all, where else can you experience the gratification of helping someone to find a job that changed their whole life?

Sources: Interviews with A.I.M. staff, Advisor, Volume VIII, June 2004, Best Practices of Home Based Employment for People with Disabilities, Canadian Centre on Disability Studies, nd.

Barbara J. Bowes, FCHRP, CMC is president of BowesHR. She can be reached at barb@bowesgroup.com or www.bowesHR.com

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Upcoming Employment Fairs:

Event:	Rotary Career Symposium	Aboriginal Job Fair	Interlake Job & Career Fair
Date:	March 22-23, 2006	April 5, 2006	April 11, 2006
Location:	Winnipeg Convention Centre 375 York Ave., Winnipeg	The Radisson Hotel 288 Portage Ave., Winnipeg	The Selkirk Recreation Complex Banquet Hall 180 Easton Dr., Selkirk.
Time:	March 22nd: 9:00am – 3:30pm 6:00pm – 9:00pm March 23rd: 9:00am – 3:30pm	11:00am – 5:00pm	10:00am – 8:00pm
Admission:	General: \$3.00 Advanced registration for schools is \$2.00 per student by signing up as a school group	Free Admission	Free Admission



Job Accommodation Network

www.jan.wvu.edu

Ph: 1-800-526-7234

The Job Accommodation Network is a service that provides employers, employment providers, people with disabilities, their family members and other interested parties with information on job accommodations, self-employment and small business opportunities and related subjects.

One very valuable resource on their website is the **Searchable Online Accommodation Resource (SOAR)**. The system is designed to let users explore various accommodation options for people with disabilities in work and educational settings. These accommodation ideas are not all inclusive. If you do not see answers to your questions, you can contact JAN directly.

You can also search disabilities alphabetically (JAN by Disability A to Z) or use the “Job Accommodation Toolbox” where you will find SOAR and Accommodations Ideas as well.

In the accommodation process, some questions JAN suggests to consider include:

- What symptoms or limitations is the individual experiencing?
- How do the individual’s symptoms or limitations affect job performance?
- What specific job tasks are problematic as a result of these symptoms and limitations?
- What accommodations are available to reduce or eliminate these problems?
- Are appropriate resources being used to determine accommodations?
- Has the individual been consulted regarding possible accommodations?
- Once accommodations are in place, would it be useful to meet with the individual to evaluate the effectiveness of the accommodations and determine whether additional accommodations are needed?
- Do supervisory personnel and employees need disability awareness training?

Please see an example of accommodation ideas gathered from this website at the end of our Focus on Disability article on Diabetes. (Page 7)



Focus on Disability – Diabetes continued.....

How is Diabetes managed?

The key to good health is keeping blood sugar levels within the target range, which can be done with meal planning, exercise and insulin therapy. (All people with Type I diabetes must use insulin injections to control their blood glucose.)

A healthy lifestyle is important. Keep active, follow a balanced meal plan and keep the following in check:

- Blood glucose levels
- Cholesterol
- Blood pressure
- Weight

Taking care of yourself and seeing your health care providers regularly are positive steps to managing diabetes.

For more detailed information on Diabetes, please visit or call the Canadian Diabetes Association at the Manitoba Region:

Winnipeg Regional Leadership Centre
 200-310 Broadway Ave.,
 Winnipeg, MB R3C 0S6
 Tel: (204) 925-3800
 Toll Free: 1-800-226-8464
 E-mail: mbinfo@diabetes.ca

Or visit the Canadian Diabetes Association website at www.diabetes.ca



ACCOMMODATION IDEAS for People with Diabetes: (from the Job Accommodation Network)

These are just a few of the ideas that were suggested for people with diabetes on the Job Accommodation website. Suggestions were made under the following conditions, some of which people with Diabetes may or may not experience:

<p>Hypo/Hyperglycemia (Low/High blood glucose):</p> <ul style="list-style-type: none"> • Allow for storage of medications • Provide an area to administer medications • Allow nutrition breaks as needed 	<p>Kidney Disease:</p> <ul style="list-style-type: none"> • Provide easy access to restroom facilities • Allow a flexible schedule or time off for treatment
<p>Neuropathy (nerve damage):</p> <ul style="list-style-type: none"> • Modify job tasks requiring fine finger dexterity • Provide protective clothing and equipment • Eliminate or reduce the need to use sharp objects 	<p>Cognitive Limitations:</p> <ul style="list-style-type: none"> • Provide written job instructions and prioritize assignments • Use of day planner or electronic organizer
<p>Fatigue or weakness:</p> <ul style="list-style-type: none"> • Allow frequent rest breaks • Provide anti-fatigue mats or padded carpeting • Allow flexibility to sit or stand 	<p>Psychological Limitations:</p> <ul style="list-style-type: none"> • Reduce stress • Allow time off for counseling or therapy
<p>Vision Impairment:</p> <ul style="list-style-type: none"> • Consider magnification devices or computer magnification software • Provide a tape recorder • Allow flexible schedule to use public transportation to and from work 	<p>Other Considerations:</p> <ul style="list-style-type: none"> • Avoid temperature extremes to help deal with poor circulation • Educate co-workers on emergency situation procedures and identification of symptoms of hyper/hypoglycemia

Client Comments on Service

“The time & effort that all the staff put into helping me has brought my self esteem, respect & integrity up. The effort these ladies went to in finding me a suitable job was excellent. Because of the A.I.M. input to my employer, they have made sure that all my needs have been met.” - E.D.

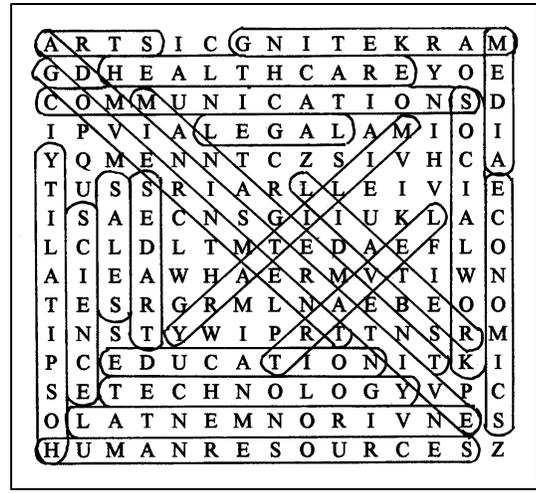
“Without A.I.M. for Work I would not be pursuing College. Tannis, you were always so kind and I feel so happy that I had the pleasure to know you and I will never forget you for all you did for me. Jo-Anne, you were just a phone call away and you made me feel that I didn't have to feel bad if I needed to ask a question, you would always go out of your way to help. I feel I have found two of the best people ever where a job just isn't a job, but also with a lot of heart and compassion.” - A.S.

“It is literally true that you can succeed best and quickest by helping others to succeed.”
- Napoleon Hill



“You're the only one who can make a difference. Whatever your dream is, go for it.”
- Earvin Magic Johnson

Word Search Answers



A.I.M. for Work

Client services

A.I.M for Work
61 Main Street
Selkirk, MB
R1A 1R2

Phone: 204-482-2130 or
Toll Free: 1-800-494-4179
Fax: 204-482-9855
Email: aimforwork@mts.net



A.I.M for Work is a unique ACTION oriented Vocational Rehabilitation program for persons with physical disabilities.

Our AIM is to promote the equality of employment opportunities for persons with physical disabilities by providing a full range of the highest quality Vocational Rehabilitation interventions available, with a special focus on Employment Services.

- To be eligible for our program, you must:
- Have a chronic illness or physical disability
 - Live in the area served by the Selkirk Human Resources Centre and Manitoba Advanced Education & Training, Selkirk, Manitoba

There is no cost to eligible participants!

A.I.M. for Work is funded by:

