

ADVISOR

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Located in the Selkirk & District Community Learning Centre
 101-511 Robinson Avenue, Selkirk, Manitoba R1A 1E5
 Phone: (204) 482-2130 Toll Free: 1-800-494-4179
 Fax: (204) 482-9855 Email: aimforwork@mts.net



ERGONOMIC ASSESSMENT AREA

Clients of A.I.M. for Work have access to our Ergonomic Assessment area that features a 21" monitor, a variety of ergonomic chairs, keyboards, anti-glare screens, an ergonomic arm, various visual aids, and access to the Internet. Clients can also use the computer to learn how to type as well as create documents such as cover letters or job applications.

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DUTY TO ACCOMMODATE: What is it?

“The duty to accommodate refers to the obligation of an employer, service provider, or union to take steps to eliminate disadvantage to employees, prospective employees or clients resulting from a rule, practice, or physical barrier that has or may have an adverse impact on individuals or groups protected under the *Canadian Human Rights Act*, or identified as a designated group under the *Employment Equity Act*.”

“The duty to accommodate recognizes that true equality means respect for people’s different needs. Needs that must be accommodated result from factors such as disability, sex, age, family status, ethnic or national origin, and religious belief. Accommodation helps ensure that the opportunities of all Canadians are not limited for discriminatory reasons.”

(Excerpts from: “A Place For All: A Guide to Creating An Inclusive Workplace” by the Canadian Human Rights Commission.)

This publication is available online at: www.chrc-ccdp.ca



Message from Program Manager, Rosetta Matthews

The action-oriented comprehensive services, offered through A.I.M. for Work, are continuing to meet a significant need in the communities served by Selkirk Human Resources and Skills Development Canada and Interlake Employment Centres. A.I.M. is proud of its many accomplishments, professional liaisons and dedication to their mission. The mandate of the program is to assist clients with physical disabilities to secure employment. The program staff exceeded the program goals for the April 1, 2003 to the March 31, 2004 fiscal year through assisting 79% of the 102 clients who completed services locate employment or enter training.

A.I.M. for Work continued to develop and maintain its many partnerships / relationships within the community. Our employer partners are indispensable, and contributed to the achievement of our goals.

The success of A.I.M. for Work is a direct result of the dedicated staff it employs.

Tannis Barker, RN, Employment and Rehabilitation Specialist continued to provide outstanding service to clients, community partners and employers. We continually received positive comments regarding her dedication and efforts to provide first class service to the community.

Jo-Anne Dejonckheere, Program Assistant, is proficient in managing all aspects of the A.I.M. for Work office. We continually receive positive comments regarding her superior customer service skills from clients and community agencies.

I want to convey my thanks to the Board of Directors and General Manager of the Selkirk and District Community Learning Centre for their commitment and support.

I would like to thank the staff of A.I.M. for Work for their dedication, support, resourcefulness and for their hard work during the last year empowering people with disabilities to discover, to refine and achieve their employment goals. ♦

Client Comments on Services

“Last year they (A.I.M.) were indispensable. I could not have found full time employment without them. This year Tannis’ counselling has been very helpful. AIM is the last hope for people in my situation.” - D.L.

“I was completely satisfied with the recommendations, comments and motivation I received with A.I.M. to succeed. I thank you extremely for taking the time, and making the time, to give me your service.” - B.M.

“Both Job Quest and A.I.M. helped me tremendously. Having been unemployed after 33 years in the work field I was quite distraught at having to apply for work. Tannis Barker was my saviour. She gave me the courage to look for work within my skills. She offered devices if necessary to help me with my disability. When I was down, she would not let me feel sorry for myself. She lifted my spirits and called me often to ensure I was not giving up.” - A.L.

Safe Type Vertical Keyboard

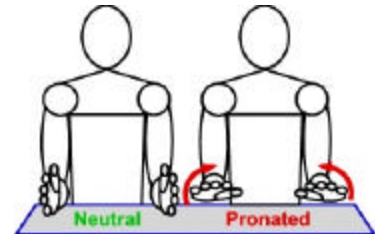


TECHNICAL & ASSISTIVE DEVICES

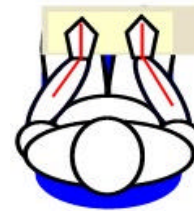
In a Cornell University study, it was proven that this vertical keyboard virtually eliminated high-stress postures that contribute to Repetitive Stress Injuries (RSI) such as Carpal Tunnel Syndrome. It places the user in a completely orthopedically neutral position (Figure A) while doing data entry.

This vertical keyboard allows users to remain in a more natural position, and help to avoid *pronation* (Figure B) and *ulnar deviation*. Ulnar deviation refers to having the palms facing downwards and having the wrists slightly bent outwards (Figure C).

For more information on this keyboard, to view the study results or to see a demonstration video, please visit www.safetype.com, or visit Ergocanada.com (described below) and look under “Products” then “Keyboards – Fixed Split / Angle.”



A. B.



C.
(Ulnar Deviation)



www.ergocanada.com

Ergocanada.com offers a wide range of ergonomic products including keyboards, mice, touchpads, trackballs, footswitches, numeric keypads, cables, adapters, software, radiant heating products, articulating arms, monitor risers, document holders, arm rests, foot rests, laptop mounts / docking stations and more! To browse their online catalog with detailed product descriptions, log on to www.ergocanada.com Toll-Free: (866) 335-ERGO (3746)
Micwil Computer Consulting, P.O. Box 9022, Saskatoon, SK S7K 7E7

ERGONOMIC TIPS FOR COMPUTER USERS

- **Maintain good posture when working.** Sit all the way back in the chair against the backrest. Keep your knees equal to, or lower than your hips.
- **Center the computer monitor in front of you** at arm's length distance and position the top of the monitor 2 to 3 inches above seated eye level.
- **Reduce glare.** Place your monitor away from bright lights and windows. Use an anti-glare filter when necessary.
- **Use good typing technique.** Float your arms above the keyboard and keep your wrists straight when keying. If you use a wristrest, use it to support your palms when pausing, not while keying.
- **Work at a reasonable pace and take frequent stretch breaks.** Take 1-2 minute breaks every 20 to 30 minutes, and 5 minute breaks every hour to get up and move around.
- **Your life style and physical fitness affect how you feel at work.** Stay in shape by stretching and exercising regularly.

UPCOMING RED RIVER COLLEGE COURSES

Red River College Gimli Campus will be offering the following full-time day programs in Selkirk in the fall:

- Business, Accounting and Management Certificate – September 13, 2004
- Health Care Aide Certificate – September 7, 2004
- Para-Educator Certificate – September 20, 2004
- Applied Counselling Skills Certificate – September 27, 2004
- Bookkeeping and Small Business Office Certificate – May 2, 2005

To find out more about these programs and the financial assistance available, call the Red River College Gimli Campus at (204) 642-5496.

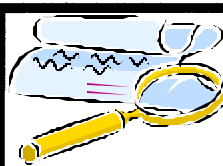


WEBSITES WITH LOCAL EMPLOYMENT AND EDUCATIONAL OPPORTUNITIES:

www.jobbank.gc.ca – Human Resources Development Canada’s job search website. You can search the Interlake area and narrow it down to the town or city you live in or want to work in.

www.localcourses.com – Connect to the Lord Selkirk School Division Continuing Education program through this address. Search for courses of interest throughout different regions.

www.selkirkjournal.com – The Selkirk Journal is now online. Look up Help Wanted ads and Business Opportunities posted weekly.



Job Search!

Words To Find:

- CAREER
- COLDCALLS
- EMPLOYER
- EMPLOYMENT
- EXPERIENCE
- INTERNET
- INTERVIEW
- JOBANK
- MARKETABLE
- NEWSPAPER
- OCCUPATION
- PROSPECTS
- REFERENCES
- RESUME
- WORK



E	R	E	F	E	R	E	N	C	E	S
X	M	M	S	C	A	R	E	E	R	N
P	A	P	L	C	Q	R	W	T	P	O
E	R	L	L	J	P	E	S	E	R	I
R	K	O	A	O	O	S	P	N	O	T
I	E	Y	C	B	Y	U	A	R	S	A
E	T	E	D	B	Q	M	P	E	P	P
N	A	R	L	A	O	E	E	T	E	U
C	B	K	O	N	U	A	R	N	C	C
E	L	E	C	K	R	O	W	I	T	C
W	E	I	V	R	E	T	N	I	S	O

(Answers on page 6)

“I know the price of success: dedication, hard work, and unremitting devotion to the things you want to see happen.”

- Frank Lloyd Wright -

CPP Information

A.I.M. for Work and Manitoba Advanced Education & Training hosted an Information Session for recipients of Canada Pension Plan (CPP) Disability Benefits in Selkirk on May 18, 2004.

Three CPP Vocational Rehabilitation Case Managers; Sue Allardyce, Giselle Dupont and Glenn Coutts, provided information about recent changes to the CPP Disability plan that now make it easier for individuals to return to work. Individuals who want to attempt a return to work can earn up to \$4,000.00 per year (Gross) before they even need to report their earnings. People who go off benefits when they attempt to return to work will be reinstated faster and easier if they become ill again.

The CPP staff will do free workshops for any interested organizations. This information is great for anyone who is receiving CPP Disability benefits, and is thinking about returning to work or school, as they can find out how this might affect their benefits.

Please contact the CPP Voc Rehab workers at 1-800-461-3422 if you have any questions or if you would like more information. ♦

If you would like to know more about the Canada Pension Plan, please visit:

www.sdc.gc.ca/en/gateways/topics/cdp-gxr.shtml



The Manitoba Business Leadership Network Inc. is holding it's 4th

Employment Fair for Persons with Disabilities.

The event will take place on
Wednesday, November 3, 2004
at a location in Winnipeg to be announced.

The Manitoba Business Leadership Network Inc. is associated with the Manitoba Chambers of Commerce. The mission of the MBLN is: To engage the business community in promoting the benefit of hiring qualified individuals with disabilities and provide Manitobans with disabilities the opportunity to acquire meaningful employment.

The MBLN found that the number one challenge that the business community identified was trouble identifying qualified persons with disabilities to fill vacant positions. To address this, the MBLN developed an Employment Fair that provides companies wanting to become more proactive in hiring persons with disabilities the opportunity to meet qualified job seekers with disabilities. This creates a venue for companies to look for qualified employees and also to inform job seekers about the minimum skill sets required for entry level positions.

Please mark November 3, 2004 on your calendar, and contact the MBLN at (204) 948-0113 or email them at mbln@mbchamber.mb.ca to find out the location selected. You can also contact the A.I.M. for Work office near that time for more information.

DID YOU KNOW....

- Approximately 233,275 of all Manitobans aged 15 and older have identified disabilities
- 75% of Manitobans with disabilities in the current labour force are unemployed or underemployed
- Only 28.8% of persons with disabilities participate in the labour force
- The Manitoba unemployment rate was 14.3% for those reporting a disability compared to 7.5% for the general labour force
- 20% of disabled persons are active in the unpaid labour force. Of those people, 57% reported that the skills they were learning while volunteering would help them find future employment

Source: "Living with a Disability in Canada: An Economic Portrait" by Gail Fawcett, PhD.

Spotlight on Disability



MULTIPLE SCLEROSIS



141 Bannatyne Avenue, Suite 400
Winnipeg, Manitoba R3B 0R3
Telephone: (204) 943-9595
Toll-free: 1-800-268-7582
info.manitoba@mssociety.ca

What is multiple sclerosis?

Multiple sclerosis (MS) is a disease of the central nervous system - the brain and spinal cord. It attacks the protective myelin covering of the central nervous system, causing inflammation and often destroying the myelin in patches.

What causes MS?

It's unknown as yet what causes MS. Most researchers believe that MS is an autoimmune disease. There is some evidence that MS may be triggered by a common virus, and that certain people are more susceptible to developing MS because of genetic factors. However, there is no evidence that MS is a directly inherited disease.

What are some common MS symptoms?

MS symptoms are unpredictable and vary greatly from person to person. They may include those listed below. Often the symptoms will improve during periods of remission:

- Visual disturbances
- Muscle stiffness
- Altered sensation
- Bladder/Bowel problems
- Balance/Coordination problems
- Speech/Swallowing problems
- Sexuality/Intimacy problems
- Short-term memory/Cognitive problems
- Extreme fatigue
- Weakness
- Sensitivity to heat

Are there treatments for MS?

Since 1995, four medications have been approved in Canada for the treatment of relapsing-remitting MS and one is now available for secondary-progressive MS. The treatments have been shown in clinical trials to actually modify the course of the disease. They decrease the frequency and severity of MS attacks, reduce the number of MS lesions in the brain and several have been shown to slow the progression of disability. Therapies that are available as well to help MS symptoms such as spasticity, bladder problems, pain and fatigue.

Is there a cure for MS?

Researchers are working in different areas in hope of finding a cure. Researchers are learning more about what causes MS everyday and zeroing in on ways to prevent it. Multiple Sclerosis Society of Canada funded researchers are targeting these areas.

For Employers

Multiple sclerosis is an unpredictable disease that affects each person very differently. For some people, a diagnosis of MS can have a major impact on employment while others, mildly affected by the disease, remain employed for many years.

Anyone diagnosed with multiple sclerosis needs to develop an awareness of potential work related issues that MS may cause and give careful consideration to career planning, planning options and long term income security issues.

Individuals who are newly diagnosed or are experiencing a flare up in their disease need to look at all their employment options and benefits before terminating their employment.



For more detailed information contact the MS Society of Canada or log on to www.mssociety.ca



Disabled Peoples' International

DPI World Summit 2004: Diversity Within

Winnipeg Convention Centre - September 8-10, 2004

Mandate of DPI

Disabled Peoples' International is a network of national organizations or assemblies of disabled people, established to promote human rights of disabled people through full participation, equalization of opportunity and development.

The Goals of DPI

- Promote the human rights of disabled persons;
- Promote economic and social integration of disabled persons;
- Develop and support organization of disabled persons

WORLD SUMMIT

DPI's World Summit will be an opportunity for national assemblies, disability organizations, NGOs, international development agencies, as well as goods and services providers in the disability field to discuss and share information. The purpose of the Summit is to pursue the issues agreed upon at the DPI 6th World Assembly in Sapporo, Japan, to address the issue of diversity, and to prepare for the next World Assembly in South Africa in 2006.

What are the themes for Diversity Within?

A major objective for DPI is the promotion of equality and diversity within our organization. The theme for the Summit will be diversity of people and their cultures and will focus on women, youth, and Indigenous & Arab peoples.

What will happen?

At the Summit workshops we will share our collective and individual struggles for social and economic inclusion in civil society. We will also celebrate our cultural diversity and spirit of enterprise in the Global Disability Village.

What are the issues to be discussed in the workshops?

Over 30 workshops are planned for the three-day event. The Summit will be an opportunity to evaluate our progress since the 6th World Assembly and to develop a broad range of strategies and solutions to global challenges. The resolutions reached at the Summit will set the international agenda for future action. Some of the issues that will be covered are:

- Human Rights
- Self-determined Living
- Bioethics
- Education
- Participation
- Access
- International Development
- Sharing the Knowledge
- Local Capacity Building

Where will the Summit take place?

DPI has invited the world to the home of its international headquarters in Winnipeg, Canada. The city is known internationally for its sense of community and its hospitality and there is great excitement and energy in Winnipeg from school children to the mayor preparing to welcome all Summit delegates.

For more information, you can contact DPI through:

Disabled Peoples' International
748 Broadway
Winnipeg, Manitoba
R3G 0X3

Telephone: (204) 287-8010
Fax: (204)783-6270
Email: summit@dpi.org
Website: www.dpi.org

**Are you an Entrepreneur with a disability?
Then *IDEA* is the resource for you!**

Interested in starting your own business?
Already an entrepreneur?
Assisting someone to become independent through self-employment?



IDEA is a one-stop shop for all resources available for Entrepreneurs with Disabilities. They provide information on entrepreneurship and organizations that work with persons with disabilities.

MISSION:
IDEA empowers potential and existing Entrepreneurs with Disabilities in the Interlake region through networking, services and resources.

For more information about IDEA contact:
Fred Kelly at (204) 389-5657
www.resources4disability.com

*“If you can imagine it,
you can achieve it”*
- William Arthur Ward

WORD SEARCH ANSWERS

	Job Search!
<p>Words To Find:</p> <p>CAREER COLDCALLS EMPLOYER EMPLOYMENT EXPERIENCE INTERNET INTERVIEW JOB BANK MARKETABLE NEWSPAPER OCCUPATION PROSPECTS REFERENCES RESUME WORK</p>	



A.I.M. for Work,
A unique ACTION oriented
Employment Program
for Persons with Disabilities

WHO IS ELIGIBLE?

You Must:

- ⇒ Have a chronic medical condition or physical disability
- ⇒ Live in the area served by the Selkirk Human Resources Centre and the Interlake Employment & Training Services
- ⇒ **THERE IS NO COST TO ELIGIBLE PARTICIPANTS**

WHAT IS A DISABILITY?

- ⇒ Any medical condition that causes restrictions in daily living

Some examples of physical disabilities are:

- Arthritis
- Fibromyalgia
- Chronic Pain
- Back Injury
- Crohn’s Disease
- Hearing/Visual
- Carpal Tunnel Syndrome
- Asthma/Allergies
- Work Related/Motor Vehicle Accident Injuries

Call now: (204) 482-2130 or 1-800-494-4179

The A.I.M. for Work office is located at:

101-511 Robinson Avenue, Selkirk, Manitoba, R1A 1E5

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

