



ADVISOR

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Program Manager's check in



The ultimate goal of A.I.M. for Work is to enhance the employability of persons with physical disabilities, encourage (re) entry into the labour market and promote more work opportunities.

A brief review of the program goals at the mid point in the year reflect that the goals have been surpassed! Of the individuals who have received and completed services during the past 6 months 80% have secured paid employment or have entered into training!

- Rosetta Matthews

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SANTA CLAUS PARADE

On Saturday, Nov. 27th, AIM for Work participated in the Selkirk Santa Claus Parade, representing the Selkirk & District Community Learning Centre. Other programs and tenants represented were Job Quest, Interlake Employment Services, Lord Selkirk Learning Centre, SIW Storage, Universal Slate and Keith Irwin, B.A. Productions. Tannis Barker, of AIM for Work, donated her truck and Centre staff assisted with decorating. Janice Keller and Pat Donaghy marched in front of the truck with a sign that read, "Providing Quality Training and Educational Programs." Board Member Janice Lucek walked behind, greeting people and handing out candy canes! A special thanks to our little helpers, Chalsey, Justin, Courtney & Kaitlyn. Thanks to everyone who participated.

TECHNICAL & ASSISTIVE DEVICES



ZoomText software

ZoomText

ZoomText is a magnifier and reader for computer users with low vision. It is an easy-to-use software program that magnifies the display of word processors, spreadsheets, data-bases, on-line services and more.

Powerful zoom windows let you configure the screen. Select a full-screen zoom window to maximize the viewing area, or a partial-screen zoom window to see the normal screen and it's magnified view simultaneously. Up to six zoom windows can be displayed at the same time, each monitoring a different area of the screen.

ZoomText Magnifier/ScreenReader echoes typing, reads information pointed to by the mouse, and speaks program events as they occur. Flexible verbosity settings give you complete control over the amount of information spoken by ZoomText.

Colour controls solve viewing problems. In Windows, colour inverting options let you solve glare and contrast problems by inverting all colours, black and white, or shades of grey.

With its easy-to-use features, ZoomText makes computers accessible and friendly to low-vision users.

Below is what the ZoomText interface looks like when it is open on your computer monitor.



ZoomText 8.1 interface

For more information about **ZoomText** or to purchase, call

Low Vision Technologies

(204) 477-9991

203-2281 Portage Avenue, Winnipeg, MB R3J 0M1

Spotlight on Disability



“SPINAL STENOSIS”

What is Spinal Stenosis?

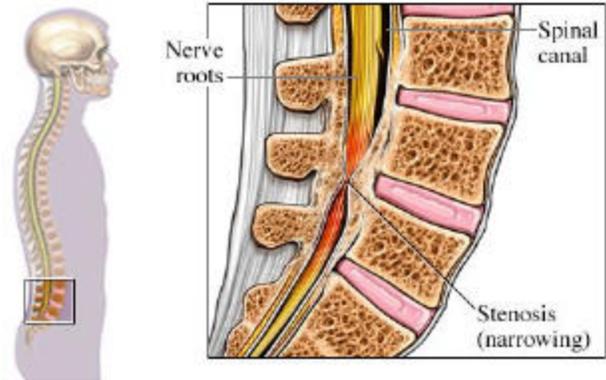
Spinal Stenosis is the narrowing of the spinal canal (diagram) that occurs when excessive growth of bone and/or tissue reduces the size of the opening in the spinal bones. This narrowing can squeeze and irritate the nerve roots that branch out from the spinal cord, or it can squeeze and irritate the spinal cord itself. This may cause pain, numbness or weakness, most often in the legs, feet and buttocks. Spinal Stenosis occurs most often in the lower back (lumbar) area, and occurs gradually over a long period of time.

What causes Spinal Stenosis?

The most common cause of spinal stenosis is age-related changes of the spine. These changes include thickening of soft tissues and a gradual deterioration of spinal discs and joints that connect the spine's vertebrae. Age-related degeneration often occurs in association with certain disorders such as Osteoarthritis or bone diseases like Paget's disease, fluorosis or diffuse idiopathic skeletal hyperostosis, which soften the spinal bones or cause calcium deposits to form.

What are the symptoms of Spinal Stenosis?

Since the nerve roots that pass through the lower (lumbar) spine extend to the legs, spinal stenosis most commonly affects the legs. The classic symptom of lumbar spinal stenosis is leg pain when walking and standing that is relieved by sitting. Leg pain is often present when the spine is extended, as in a standing position, and is relieved when the spine is flexed, as in a sitting position or when walking uphill or leaning over a grocery cart. People with severe lumbar spinal stenosis may develop a habit of leaning forward in a stooped position to relieve symptoms. The course of spinal stenosis varies – it may stay the same, get better, or get worse. Severe symptoms may restrict your normal daily activities and affect your quality of life.



Lumbar area

Narrowing of the spinal canal

What are the treatments for Spinal Stenosis?

The goal of treatment for spinal stenosis is to relieve pain, numbness, and weakness in the legs and improve your ability to function and your quality of life. Treatment includes pain-relieving medication, exercises, and other nonsurgical measures, and in some cases, surgical treatment.

Some forms of non-surgical treatment can be done at home, including:

- Taking medications to relieve pain, such as nonsteroidal anti-inflammatory drugs
- Participating in physical therapy. Therapists can teach you which movements will help, such as proper lifting positions
- Exercising. Aerobic exercise as well as stretching and strengthening exercises for the lower back and stomach muscles can relieve symptoms and improve muscles strength
- Restricting activities that make your symptoms worse. Depending on the severity and location of your stenosis, these activities might include walking and standing for extended periods of time

This is only a brief overview of spinal stenosis. If you suspect you have this condition contact your health care provider for complete information.

Source: “Spinal Stenosis -- Topic Overview”, WebMD www.webmd.com

International Day of People with Disabilities December 3



"Nothing about Us Without Us"

The annual observance of the International Day of People with Disabilities, December 3, aims to promote an understanding of disability issues and mobilize support for the dignity, rights and well-being of people with disabilities. It also seeks to increase awareness of gains to be derived from the integration of people with disabilities in every aspect of political, social, economic and cultural life. The theme of the Day is based on the goal of full and equal enjoyment of human rights and participation in society by people with disabilities, established by the World Programme of Action concerning People with Disabilities, adopted by the General Assembly in 1982.

Observance of the International Day of People with Disabilities

The observance of the Day in 2004 will focus on the active involvement of people with disabilities in the planning of strategies and policies that affect their lives. The motto "Nothing About Us Without Us" relies on this principle of participation, and it has been used by organizations throughout the years as part of the global movement to achieve the full participation and equalization of opportunities for, by and with people with disabilities.

The active involvement of people with disabilities in the ongoing elaboration of a convention on the rights of people with disabilities has proved to be an excellent example of how the principle of full participation can be put into practice and how it can contribute to the development of truly inclusive societies, in which all voices are heard and people with disabilities can help shape a better world for all.

Observance of the Day offers an opportunity to foster changes in attitudes towards people with disabilities and eliminate barriers to their full participation in all aspects of life.

For more information, please contact A.I.M. for Work:

or

Department of Economic and Social Affairs
Division for Social Policy and Development
United Nations Headquarters
Two United Nations Plaza, 13th Floor
New York, N.Y. 10017 FAX: (1 212) 963-3062



"Challenges are what make life interesting; overcoming them is what makes life meaningful." - Joshua J. Marine

Expand Your Vocabulary!

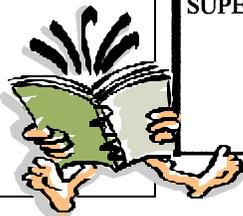
Blog - *noun* [short for *Weblog*]: A Web site that contains an online personal journal with reflections, comments, and often hyperlinks provided by the writer.

Persnickety - *adjective*: 1. **a)** fussy about small details **b)** having the characteristics of a snob
2. requiring great precision < a *persnickety* job>.

Flibbertigibbet - *noun* – pronounced “fli-b&r-tE-‘ji-b&t” : a silly flighty person.

Serendipity - *noun*: the faculty or phenomenon of finding valuable or agreeable things not sought for.

www.merriam-webster.com



WORD SEARCH

	<h2>Think Positive!</h2>
Words To Find:	T Q U A L I T I E S K I L L S
ACHIEVE	J X K P C D E R I H M Y R G A
ATTITUDE	I E D U T I T T A A P I Y O S
ENERGETIC	Z G O A L S Y N A P I T L O Z
ENTHUSIASM	S N Z A C I D W A N I G Q E R
EXCELLENCE	H M S A I S U H T N E A A G H
GOALS	T M U X H S S E U X N C S D O
GROWTH	G L V A W S R T C U E H R U X
HANDSHAKE	N R K U E V R E T L R I O A I
HAPPY	E E U C I O L T Z X G E I W U
HIRED	R S C E P L C D O P E V R Z I
IMPRESS	T U W P E I G V V Y T E E C O
INTERVIEW	S V O N S S E R P M I N P W O
OPPORTUNITY	Y A C H T W O R G V C O U T R
PRIDE	D E E D I R P R O G R E S S U
PROGRESS	
QUALITIES	
SKILLS	
SMILE	
STRENGTHS	
SUCCESS	
SUPERIOR	

Client Comments on Services

“I highly recommend the A.I.M. for Work program to anyone unemployed. I found the staff extremely helpful in the assistance I needed to achieve full time employment.”
- Fred S.

“I was very impressed with the assistance I received. I was very appreciative of the fact that I was treated according to my skills and abilities, not my disability.” - Rose S.

“This is a great overall program that provides very important services to our community and surrounding area. Thanks to the ladies at A.I.M. and all their resources for helping me get back some personal and emotional stability in my life.” - Suzanne D.

“I am very pleased with the help I got from A.I.M. for Work. The ladies there helped me out a lot with helping me find my job.”
- Diane M.

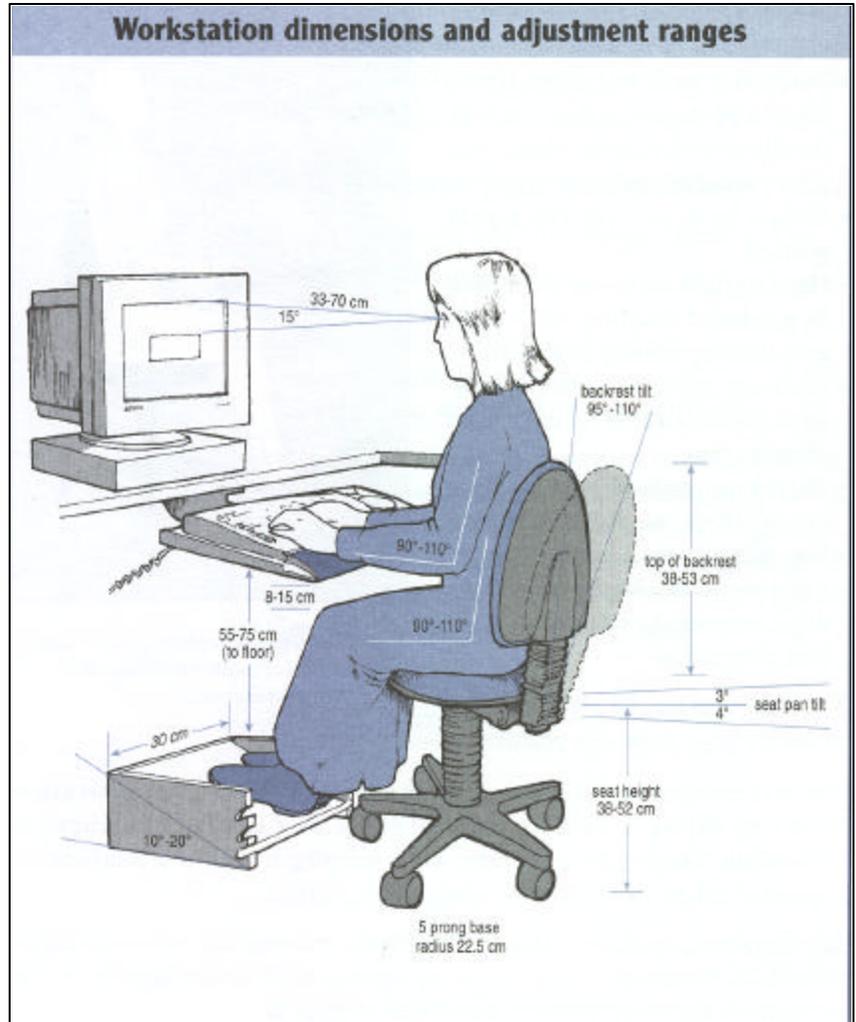


Aches and Pains at your Workstation?

Do you have some of the aches and pains listed here? A proper workstation layout and correct posture by the operator can prevent the signs and symptoms you may be experiencing.

Do you have:

- 1) Upper back and neck discomfort? You may need to adjust your chair, monitor, or the position of your documents.
- 2) Shoulders and elbow discomfort? This may be related to the reaching you do at your workstation or to the height of your keyboard or mouse.
- 3) Lower back discomfort? Your chair may need adjusting.
- 4) Eyestrain, burning eyes, headache? Lighting levels or your viewing distance may need improving.
- 5) Wrist and hand discomfort? Your wrist posture may be incorrect when keyboarding, or using your input device. Your keyboard may slant too much, or you may need a wrist rest.
- 6) Lower limb muscle cramps, aching, and numbness? Maybe your chair height or seat angle is incorrect, or you may need a footrest or more leg space.



This drawing shows the recommended dimensions and adjustment ranges for the chair, footstool, monitor, keyboard and work surfaces. The operator in this drawing is using good posture.

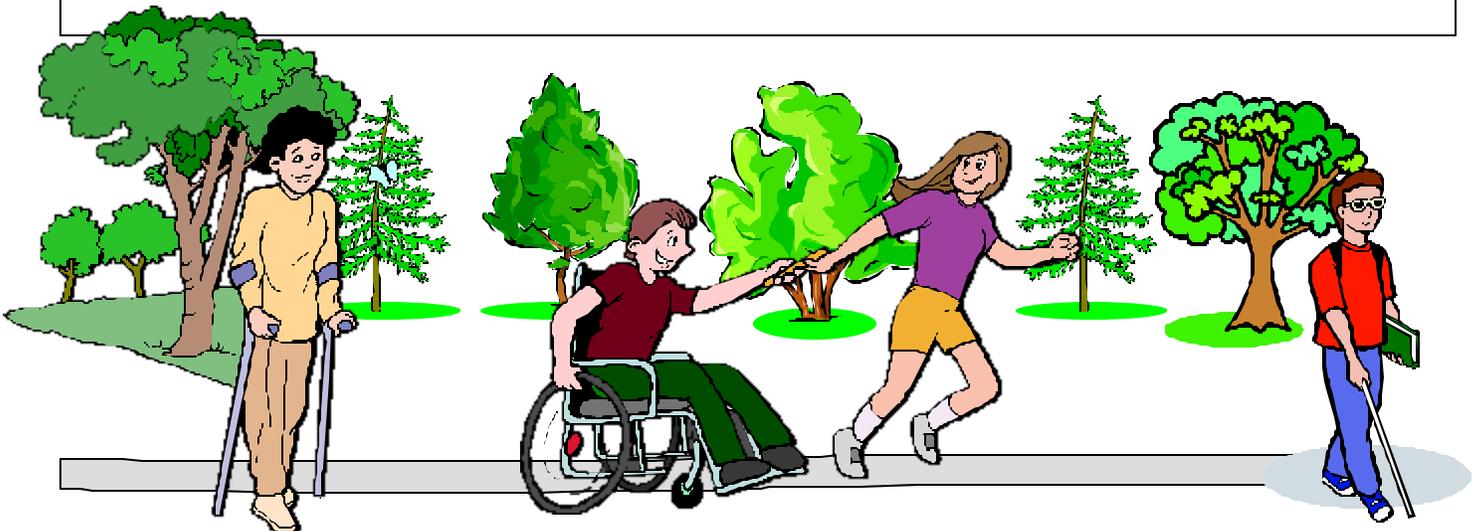


Excerpts from
“How To Make Your Computer Workstation Fit You” by the Workers’ Compensation Board of BC
 Available from Manitoba Labour Workplace Safety and Health Branch
 Phone: (204) 945-4556



Disability Awareness Tips

- Please use the term “person with a disability” and never “handicapped”. “Disability” means that an individual is limited in his or her ability to do an activity. “Handicap” is a barrier that limits a person’s opportunity to participate in society. Poor attitudes or inaccessible buildings are examples of handicaps.
- When referring to people with disabilities, it is important to say “a person who is blind” and not “a blind person”; or “a person who has epilepsy” and not “an epileptic”.
- Offer persons with disabilities the same choices as you would anyone else. People with visible and invisible disabilities have the right to fully participate in the community.
- Speak directly to the person with the disability. Be patient and give the person a chance to express him or herself. Certain disabilities will affect speech but not thinking. This is only polite.
- Not all disabilities are visible or obvious. Be sensitive to the possibility that you may be dealing with someone with a learning disability, a mental health or intellectual disability or epilepsy to name a few.
- Remove things that make it difficult for people to move around, in particular for individuals with mobility and visual disabilities.
- People with disabilities are comfortable with every day words such as: “Did you see that?” to a person with a visual impairment, or “did you enjoy your walk?” to a person in a wheelchair. Persons who are visually impaired “see” what you mean and individuals in wheelchairs “go for walks”.
- Persons who are not disabled are all different. This is the same for people with disabilities. Individuals all have different things they can and cannot do. Offer to help someone if it looks like he or she needs it. If your help is accepted, ask the person what kind of help he or she would like. Do not be upset if your offer is not accepted.
- Persons with disabilities have the same wide range of personalities as other people. They can talk about things other than their disabilities.



The Staff of A.I.M.
for Work would like
to wish you and
yours a wonderful
holiday season!

Best wishes
in 2005!

- Rosetta,
Tannis &
Jo-Anne



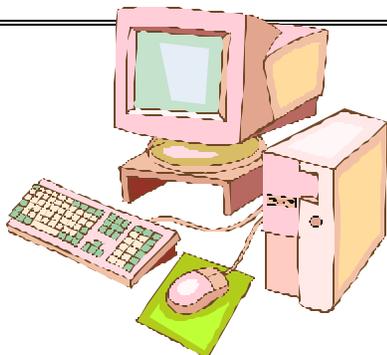
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SKILLS	
SMILE	
STRENGTHS	
SUCCESS	
SUPERIOR	

Clients of A.I.M. for Work!

Please remember that we have a computer here for you to use for your job search, to do cover letters or to practice your computer skills and typing. We have various typing tutors and learning materials. If you require assistance and would like to improve your skills, call Jo-Anne at A.I.M. to schedule an appointment!

(204) 482-2130
or Toll Free at 1-800-494-4179.



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

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Government of Canada

**Manitoba
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Education
and Training**

