

## Things to think about...

Employers who recognize the potential of an “under-utilized workforce” will be at an advantage in the race for good employees.

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90% of employers who hire individuals with an intellectual disability said that they are very reliable and dedicated employees. (2006, provincial survey of 32 employers)

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*Skilled*

*Dedicated*

*Hardworking*

*Diverse*

*Flexible*

*Committed*

### **Vision**

A fully accepting society.

### **Mission**

Empowering people with disabilities to make their contribution to society.

### **Values**

We value lifelong learning, opportunity, growth, and accomplishment. AIS acts on this belief by offering recognition, support, and encouragement.

We value equity, integrity, and professionalism. AIS acts on these values through the provision of individualized and professional services that are held to a high ethical standard.

We value a sense of community. AIS promotes active involvement and participation in our communities.



**Anchor Industries Society**

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# Community "Works" Project

*Employment. Community Options.  
One person at a time.*

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# Community “Works” Project

## Project Goal

The goal of the Community “Works” Project is to support, encourage, and assist persons with intellectual challenges to obtain training, work placements, and paid employment. All clients of the Community “Works” Project will have the opportunity to work toward their individual employment goals. This may include paid employment, volunteer or work experience placements.

## Project Description

Community “Works” is an initiative of Anchor Industries Society (AIS). The project focuses on pre-employment training, skill development, job searching, job coaching, and long term follow-up. The project also aims to educate employers about the abilities of persons with intellectual challenges.

## Job Developer Role

The Job Developer’s goal is to seek out and source job opportunities for clients. We want to fully understand the needs of the employer, their business and what they require from their employees. The Job Developer performs the initial intake and assessment of recruits and will only send those candidates who meet the criteria of a position. The Job Developer will provide on-going support and education as requested or as needed.

## Job Coach Role

Job Coaches deliver pre-employment and life skills training through workshops. They then provide one to one support for our candidates to ensure their job-readiness. The Job Coaches can provide an initial workplace assessment for candidates, as well as on-the-job training and supports. Support will be reduced as progress is made, with input from the employer to guide the process.

Anchor Industries Society will continue to provide long term follow-up visits and support.

## Benefits to Employers

- Supporting our community
- Access to a dedicated, reliable, and capable work force
- Eager and enthusiastic employees who enjoy their jobs
- Education and awareness of persons with intellectual challenges in the workforce
- On-site coaching and assistance with employee training
- Ongoing support and long-term follow-up
- Assistance with obtaining wage subsidies

## Benefits to Employees

- Valuable training, work skills, and experience
- Increased maturity, personal growth, and self-confidence
- Development of personal relationships
- A sense of accomplishment
- Development of community living skills
- Community involvement
- Personal income
- Pathway to independent living