



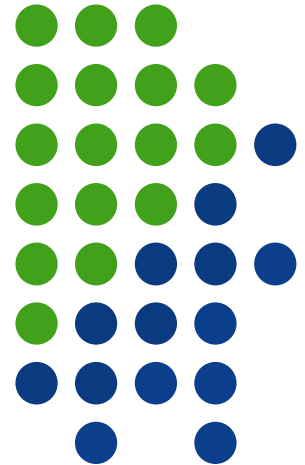
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# Specialized **Employment Services**

**Invested in Abilities**

**Standing Committee on Community Services**

**October 6, 2015**



# Mission Statements



To facilitate the full participation of Persons with Disabilities in the Nova Scotia Labour Force  
Create meaningful employment and career opportunities for persons with diverse abilities in the HRM



# TEAMWork Bridge



- TEAM Work since 1997 to address low employment rates for persons with disabilities
- WorkBridge developed in 2000 Community Proposal
- Co location TEAM Work and Work Bridge 2005
- One Stop for Accessibility
- TEAM Work is a Cooperative of 31 Member Agencies common denominator of advancement for people with disabilities

# Unique Services to Persons with Disabilities



- Team of disability competent counsellors to address and resolve barriers to employment
- Employment workshops specific to persons with different disabilities
- Unique methodology and philosophy of inclusion and return to work management
- Case management-Funding exploration-job development-skill development-job carving resource centre and employment maintenance workers



# Boards and Staff

- Board of Directors focused and represented by persons with disabilities
- Staff are also people with disabilities
- Training in disability competencies and complex needs
- Life's work to make an impact to change how people with disabilities are represented in the workforce and in communities

# Co Location Business Benefits



- Sharing Resources
- Budget Streamlining
- Accessibility improvements
- One Stop Service Centre of Excellence
- Expertise in different disabilities under one location
- Full continuum of services

# Client Benefits of One Stop



- Accessibility and transportation improvements
- TEAM of Expertise in many different disabilities
- Referral Service to many other community agencies
- Counsellor who is Deaf and Counsellor who is Blind-  
Role Model
- Professional Centre -Visible to Community

# Funding for Agency and Clients



- Department of Labour and Work Force
- Service Canada-Opportunity Fund-TWS
- Department of Community Services
- Department of Labour and Advanced Education Post Secondary Services-Direct Skills Link
- James Bartlett Fund





# CLIENT Profile



- 55% of Clients report living with Mental Illness
- 30% of clients report living with Learning Disabilities
- 20% Cognitive
- 11% Hearing
- 10% Visual Disabilities
- 30% Physical Disabilities



# Client Profile Employment

- 15% Clients unemployed for 0-3 months
- 13% 1-2 years
- 30% 2 years and more
- 23% Never
- 70% fall into the one year to never category
- 33% of clients are currently on Income Assistance
- 600 to 700 clients per year

# Labour Advanced Education Transformation

## Blended vs. Dedicated



- Risk of dilution of services over time
- Fewer employment opportunities for persons with disabilities
- Loss of focus and attention on unique needs in favor of those who do not need any supports
- Risk of being left behind
- Loss of Impetus for Change-Symposium Ability Employers
- Loss of Employer Support by community agencies

# Treatment Plan/Return to Work



- General Practitioner
- Rheumatoid Arthritis Example
- Skill Development FASD and link to LD
  - Knowing the tools and resources
  - Knowing the indicators
  - Knowing how to use the information
  - Knowing comparative information and steps
  - Right Treatment-Right steps
  - No cycling loss of confidence

# Interview with Stephanie



1. Why did you originally seek out services from TEAM Work Bridge?
2. What were your barriers to becoming employed?
3. How did our services make a difference to becoming employed?
4. How does your own experience translate to your clients when you are helping them?
5. What do you see as the advantages of specialized services vs. blended?

# Interview with Bill



- Why did you originally seek out services from TEAM Work Bridge?
- What were your barriers to becoming employed?
- How did our services make a difference to becoming employed?
- How does your own experience translate to your clients when you are helping them?

# Did you know?



- Adults with disabilities are 50% less likely to be in the labor market
- Women with disabilities have a higher rate of unemployment than their male counterparts
- Dedicated Services are successful year after year and increases diversity and inclusion in the workplace
- Labour Shortage can be addressed with skilled persons with disabilities
- 22% of NS Population reports having a disability or 1 in 4 to 5



# Did you know that Employers

- Do not know that help is out there for them
- Don't know what they need (who to ask or what to ask for)
- Fear that “accommodations” may be very expensive
- Fear “safety” issues
- Extra time, attention and mentoring is costly
- Existing employees may see it as issues of favoritism







# Contact Information

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TEAM Work  
Cooperative

