Partnersing with Connect
Employers are motivated to partner with CONNECT for a variety of reasons, but ultimately businesses choose to partner with us because:

- Hiring people with intellectual disabilities fulfills a business need.
- Hiring people with intellectual disabilities demonstrates a business’ commitment to the community.

Benefits of Partnering with Connect

Your business can realize specific benefits by partnering with CONNECT, including reduced recruitment costs, workplace diversification and strengthened community image.

Partnering with CONNECT will provide you with access to a pool of candidates who typically demonstrate reliability, loyalty, enthusiasm, and above-average job retention rates. In addition, you will have access to professional and reliable supports to assist you to train and integrate your new employee – free of charge!

CONNECT can also assist you in diversifying your workforce. Diversifying your workforce through the inclusion of people with intellectual disabilities will enable your business to increase productivity and maximize the talents and strengths of your employees.

Finally, a partnership with CONNECT will enable your business to demonstrate its commitment to the community. Our community values the principle of inclusion – the practice of integrating people from diverse backgrounds into the community. By employing a person with an intellectual disability, you will demonstrate your belief that everyone, including persons with intellectual disabilities, can make positive contributions to the workforce and the community.
WHAT YOU SHOULD KNOW

CONNECT helps employers integrate people with intellectual disabilities into the workforce. We can provide you with guidance and assistance to successfully select, train and retain an employee with an intellectual disability into your business.

Identifying Opportunities

Our professionally trained staff can help you identify existing positions in your company that would be suitable for people with intellectual disabilities. We have also worked with some employers to develop new positions specifically for a person with an intellectual disability – such positions focus on performing tasks that are not being accomplished by existing staff, but fulfill a need for the business.

Candidate Recruitment

Recruiting suitable candidates for a job can be a time-consuming and expensive process. We can assist you by matching candidates from our agency to appropriate opportunities in your business, allowing you to avoid the costs and time involved with traditional recruitment methods.

UNDERSTANDING INTELLECTUAL DISABILITIES

A person is said to have an in intellectual disability if they have considerable difficulties with thought processes, learning, communicating, initiating and social interactions and are determined to have an IQ significantly below average.
Interviews

Interviews are a necessary part of the hiring process, and give you the opportunity to learn more about a candidate’s skills, experience, and suitability for a position. CONNECT can offer you support by pre-screening candidates, modifying (if necessary) interview questions and providing communication assistance.

Job Structure & Accomodations

To effectively integrate an individual with an intellectual disability into your business, you may need to consider making accommodations or restructuring a position. When restructuring or accommodations are necessary, CONNECT will work with you to identify and implement the changes, while ensuring the needs of your business are met.

WHAT IS AN ACCOMODATION?

Accommodations can refer to any modifications that enable an employee to perform their job. It can include altering training methods, modifying workstations, redistributing job tasks, adjusting work schedules or providing assistive devices. In most cases, the cost of accommodations necessary to include persons with intellectual disabilities in your workplace is minimal, and often there is no cost at all.
Training

Training a new employee is a costly and time-consuming process. It requires a knowledgeable trainer to teach a new employee about your business and their duties. Typically, employees with intellectual disabilities may require longer, and possibly more intense training to learn and become independent in their jobs. Our experienced staff will work with you to develop a customized training strategy for your new employee. Our training services can include assistance with:

- Modification of training procedures and materials
- Job restructuring
- One-on-one training support

Long-Term Support

Once we have helped you find and train a new employee, we will continue to support you in retaining that employee. CONNECT will provide ongoing support to you and your employee through weekly site visits to monitor the placement, develop natural supports, troubleshoot concerns and encourage career development. You can also access additional training supports at any time if retraining is needed or if there is a change in job duties.

WHAT ARE NATURAL SUPPORTS?

Natural supports refer to the interactions and relationships developed in a workplace that contribute to the integration and acceptance of a new employee. Natural supports enable new employees to learn crucial aspects of the workplace that aren’t typically included in formal job training. Through natural supports, a new employee receives ongoing guidance about their job, and learns about the “unwritten” rules in your workplace, such as how you observe birthdays and holidays.
With over a decade of experience working with the business community, we have developed the knowledge and experience to guide you through any challenges you may face in incorporating an employee with an intellectual disability into your business.

Once you decide to partner with CONNECT, you can expect the following to happen:

- CONNECT will consult with you to identify positions or tasks in your business that would be suitable for a person with an intellectual disability.

- You will identify the skills and qualities you expect in potential candidates.

- You will identify the amount of compensation available for the position.

- CONNECT will recommend or select potential candidates for the position.

- You will meet potential candidates to assess and select a candidate based on skill and fit with workplace culture.

- CONNECT will work with your staff to develop a training strategy for your new employee.

- CONNECT will provide onsite training support, customized to the unique needs of your business and the new employee. Our support will gradually be reduced when the employee is working independently.

- CONNECT will provide ongoing support through weekly site visits to encourage job retention. We will continue to provide support for as long as the employee is a client of CONNECT, and remains employed with your company.
CONNECT currently partners with approximately 130 employers in Winnipeg, who in turn provide employment and work experience opportunities to approximately 180 individuals with intellectual disabilities. Our partners represent businesses from industries such as retail, manufacturing and hospitality and include:

Ash Management
Bains Appliance Sales & Service
Bellamy’s
Blockbuster
Boston Pizza
Burger King
Busy Bee Daycare
Caboto Center
Campbell Marr Law Office
Canadian Tire
Canadian Union of Postal Workers
Canad Inns
Canada Safeway Ltd
Canadian Mennonite University
Carlisle Tire
Cavalier Candies
Celebrations Dinner Theatre
Central Coupler Reclalm
Centreplate
Childrens Rehabilitation Centre
The Claims Network
Dakota House
The Deaf Center
Dollarama
Earl Grey Community Club
Giant Tiger
Good Will Industries
Grapes
The Greek Market
Hair Creations
Health Science Center
Holiday Inn South
Home Depot
Human Rights Commission
Investors
Island lakes Day Care
Kroy Tire
Manitoba Hydro
Marquis Facilities
McDonalds
Misericordia Health Centre
MTS Pioneers
New West Metals
Olive Garden
Prairie West Industrial
Pollard Banknote
Quiznos
Rainbow Daycare
Red River College
Rona Home & Garden
Salisbury House Commissary
Sargent Blue Jeans
Sargent Park Pool
Silver City St. Vital
Sports Chek
Stella’s Restaurant and Bakery
Tim Hortons
True North Sports & Entertainment
The Waverley
University of Manitoba
University of Winnipeg
Via Health Products
Walmart
Wendy’s
Westdale Community Centre
West End Cultural Centre
Winners
Winnipeg Harvest
Winnipeg Hyundai
Workers Compensation Board of Manitoba
YMCA-YWCA of Winnipeg
Zellers
Mission
To support people with intellectual disabilities to work and participate in the community.

Philosophy
All people deserve the opportunity to work and participate in the community, where they are respected and rewarded for their efforts, skills and accomplishments.

Core Values
Dedication - CONNECT will demonstrate our commitment to the mission statement and philosophy by striving to provide superior services to our clients and stakeholders.

Respect - Through our actions CONNECT will demonstrate and encourage respect for our clients in the community.

Advocacy - CONNECT will act as a voice for our clients for fair and equal treatment at work and in everyday activities.

Empowerment - CONNECT will support our clients to recognize their rights and the value of their contributions increasing their influence in the community.

Integrity - CONNECT will demonstrate accountability and conduct ourselves in a professional manner that will inspire trust and confidence from our clients and stakeholders.

Inclusion - CONNECT will develop opportunities and natural supports to enable the client to become participating members of the workplace and community.

Contact Us
For more information call 204.474.1959 or visit www.connectemployment.ca