

## About Sce LifeWorks

Sce LifeWorks is a non-profit organization supporting adults with intellectual disabilities to work and participate in the community.

It is our philosophy that all people deserve the opportunity to live and work in the community where they are respected and rewarded for their efforts, skills and accomplishments.

Our agency prides itself on our four cornerstone policies. We are committed to:

- Remaining community based
- Not turning anyone away due to the significance of their disability (Zero Rejection)
- Providing ongoing support and retraining to the people we support (Life Long Access)
- Ensuring our services are person-centered



## Get in touch with Sce LifeWorks



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E M P L O Y E R   B R O C H U R E



*employers*  
Working  
Together

## How Can You Get Involved?

We understand that employers are looking for reliable, conscientious and competent employees. Because we understand the importance of the right match of an employee's interests, experience, and personality to the job and the work environment, Sce LifeWorks makes great efforts to know the individuals we support to that end. We pride ourselves on our flexible and innovative methods and will work closely with you to develop a plan that best meets your needs as well as those of the supported individual.

Sce LifeWorks is committed to being a valued business partner and we aspire to negotiate compensation that is fair for both the employer and the person we support. For your organization, that may mean any of the following:

**Hiring Competitively**—Being employed provides people with many benefits, far exceeding a paycheck. It is important that people feel respected and valued, have the freedom to learn and be socially included at the workplace. Many people supported through Sce LifeWorks have the ability to earn an income, often by working full-time. These individuals are significant assets to the workforce and deserve to be compensated appropriately for the benefit provided to the hiring organization.

**Work Experience & Alternative Wages**—Some individuals are not prepared or able to join the work force earning a competitive wage. In these situations it might take a little extra time to gain the skills and experience necessary for competitive employment. By providing work experience opportunities, individuals have a chance to enhance skills and develop new ones in specific areas. We'll assist your company with training and by providing ongoing support to best ensure that your employee is a valuable part of your team. Customized compensation arrangements for the employee may be discussed on an individual basis.

**Volunteer Opportunities**—Many of the people supported by Sce LifeWorks believe in volunteerism. We are proud to recognize the hundreds of volunteer hours achieved by individuals supported through the agency. If you are a service organization and have volunteer opportunities available, please let us know. Sce LifeWorks will re-engage support to assist the individual with the task of finding a new position that is both well suited and engaging for the individual.

## Ongoing Support

It is essential that your company employ someone who is capable of completing the tasks that you have hired them for. Sce LifeWorks not only provides initial and follow-up training to your new employee at no cost to your company, but will provide additional training as job tasks/circumstances change. We will also work with your employees to facilitate a comfortable environment where the supported individual is welcomed and treated like any other worker.

## The Benefits of Hiring through Sce Life Works

- Training and support at no cost to your organization
- Ongoing and flexible support
- Positive impact on the work environment
- Large base of individuals to hire from
- No cost to place advertisements for positions
- Easy recruitment process
- Helping to improve the quality of life for an individual with an intellectual disability
- Opportunity to demonstrate leadership and commitment to an inclusive community
- Involvement with an agency working towards a lower unemployment rate



## Frequently Asked Questions

### **Q: Who provides initial training to individuals supported through Sce LifeWorks?**

A: Sce LifeWorks will provide initial training to each person supported through our agency at their new work site. We encourage employers and co-workers to be engaged in the training process.

### **Q: Will Sce LifeWorks provide additional training in the case of a promotion or change in job duties?**

A: YES. It is our goal to ensure that your employee is able to do their job. If someone requires additional training, we can provide a job coach to retrain your employee.

### **Q: Will you provide training to current employees regarding disability issues?**

A: YES. We provide sensitivity training to all of the businesses we are partnered with whether your employee is full time or part time.

### **Q: Can we begin this partnership with a work trial?**

A: YES with a designated time limit for evaluation.

### **Q: Is there a full time one-to-one support staff?**

Support from Sce LifeWorks is provided according to the person's needs and level of independence.



If you would like more information about Sce LifeWorks and our services, please don't hesitate to call us at 775-9402 or visit our web site at [www.lifeworks.mb.ca](http://www.lifeworks.mb.ca).