

## DID YOU KNOW.....

**1 IN 4 ADULTS—26%**

in the United States have  
some type of disability

**70%** of disabilities  
are not visible

People with disabilities are the  
**largest minority group**  
in the U.S. at **19%**

On average, the unemployment rate  
for people with disabilities is  
**double the rate**  
of people without disabilities.

### Our Goal

To prepare program participants with diverse abilities to obtain and maintain employment in the community. Consistent employment will help the individual move from economic dependency into self-sufficiency and improve overall quality of life!

### Our Commitment

Provide the program participants we serve and employers with exceptional support and to be a valuable community resource.

“Focus on your potential  
instead of your limitations”

~ Alan Loy McGinnis ~

## TradeWinds' Vision

*The vision of TradeWinds is to be  
the leading provider for  
adults and children with barriers  
to enhance their full potential  
in the community.*

## Organization Values

*The following are the core values that  
guide our organization:*

- \* Respect
- \* Professionalism
- \* Integrity
- \* Teamwork
- \* Compassion/Patience
- \* Quality



TradeWinds  
Realizing Potential

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[tradewindsnwi.org](http://tradewindsnwi.org)



## Employment Services



*Serving people with special needs by  
empowering them to realize  
their full potential.*

**Business Benefits  
of Hiring  
People with Disabilities  
We Can Help.**





## employment services for employers

**Everyone is unique.**

**Different people have different abilities.**

**We understand.**

Committed to increasing the employment rate of people with disabilities by focusing on abilities, we prepare individuals of varying abilities, 18 and over, for community employment.

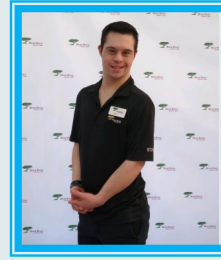
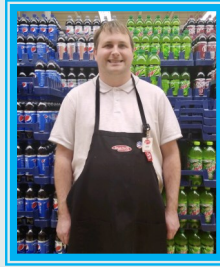
Many program participants have college degrees, varying abilities, backgrounds, and previous work experience.

Employment Services is CARF accredited.

**People who have a disability are capable of many different types of jobs:**

- Customer Service
- Assembly/Manual Labor
- Food Preparation
- Computer/Data Entry
- Hospitality
- Clerical
- Janitorial
- Maintenance
- & Much More

**Watch this video on TradeWinds  
Employment Services Dept.**  
<https://youtu.be/wpH1AkXV8GQ>



**Employment Services provides program participants support to prepare for job searches and future employment through training, coaching & guidance with:**

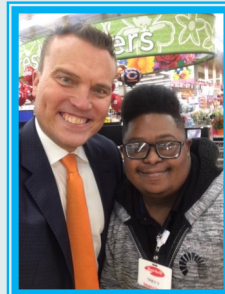
- RESUME WRITING
- INTERVIEWING TECHNIQUES
- ROLE PLAYING
- CONFLICT RESOLUTION SKILLS

### Job Placement

Assesses individual's career interests, abilities, and goals and enlists the assistance of an Employment Specialist to aid throughout the process.

### Supported Employment

Job coaching to support program participants in maintaining employment. Coaching can be hands-on or behind the scenes.



## benefits for employer partners

- FREE recruiting and pre-screening of candidates to fit your job needs.
- FREE on-site job training for the new hire and support for the employer.
- FREE Disability Awareness, Sensitivity and Inclusion training for your staff/business.
- Retention rates among people with disabilities are higher than average, thus reducing training costs.
- A diverse workforce gives you a competitive advantage by adding new ideas, viewpoints and approaches to solving your business challenges.
- Work Opportunity Tax Credit – federal tax credit available to employers who hire individuals with disabilities. Tax benefits can be up to \$9,600 per employee.

*By opening your job searches to qualified people with disabilities, you gain access to a new and vital talent pool of workers.*

TradeWinds is always looking for partners in the community to hire our clients as well as provide volunteer work experiences.

**For more information,  
contact Michelle Novak,  
(219) 801-4500.**