

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

3198 E. 83rd Place
Merrillville, IN 46410

(219) 945-0100
Fax (219) 940-3369

tradewindsnwi.org



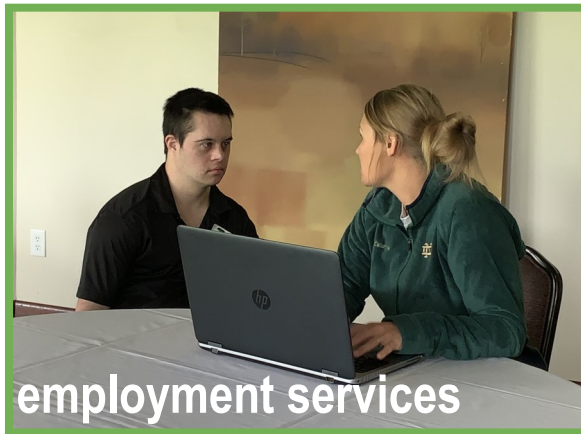
Employment Services



Empowering individuals of varying
abilities to live to their fullest
potential with dignity, integrity,
choice and community inclusion.

***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.

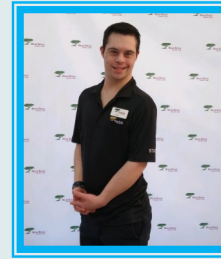
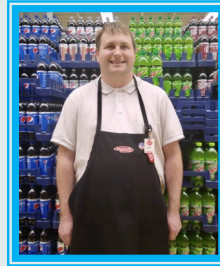
Many program participants have college degrees, varying abilities, backgrounds, and previous work experience.

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.**