



**CARE**  
People Empowering  
People

[carehelps.ca](http://carehelps.ca)



@CareHumanServices



@CareHSLtd

## ABOUT US

Care is a not-for-profit that supports Individuals and Residents with varying disabilities and complex needs in northwestern Alberta. Our mission is to promote Independence, Well-Being, and Inclusion through individualized support planning.

Part of our focus is helping find employment or volunteer opportunities for the individuals we support where their strengths are utilized and they have the opportunity to serve their community.

## WHAT IS A DEVELOPMENTAL DISABILITY?

The term refers to a group of conditions that impact a person's intellectual and/or physical growth that requires assistance to complete day-to-day activities. It can present in many diagnosis such as Down Syndrome, Cerebral Palsy, or Autism, to name a few.

As every person learns in a different way, we ask: ***What does this person need to be successful in life including the workplace?***

## What should I expect from an employee or volunteer with a developmental disability?

Hiring or adding a volunteer living with a disability to your business or organization promotes an inclusive environment benefiting everyone. It will also help businesses and organizations meet employment diversity goals and possibly receive tax benefits.

Like anyone else, people with developmental disabilities have strengths and weaknesses, talents and abilities. These can include qualities a business or organization would find beneficial such as interpersonal skills, "hands-on" skills, and a strong motivation to work.

According to [Inclusion Alberta](#):

- Studies show that people with disabilities have lower absenteeism and stay with employers longer than their non-disabled counterparts.
- 60% of people with disabilities rated better in work safety than their non-disabled colleagues, with 78% lower costs related to workplace accidents.
- 90% of people with disabilities rated average or better on job performance a good indicator of their independence in the workplace.

## REMOVING BARRIERS

Creating a barrier-free environment could range from providing larger monitors or hand rests for staff using computers, lowered lighting or installing a wheelchair ramp. To help cover costs, numerous [GRANTS](#) are available to provide a barrier-free environment.

## What do you have to offer?

Any tasks such as filing, shredding, organizing, light housekeeping duties, or tasks that take time from more skilled employees.

There is someone in your community with a developmental disability who has the skills you are looking for to enhance your business or organization!

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