



THE SUCCESS STORY

THE ROAD TO SELF SUFFICIENCY



Ellen Lafromboise

Ellen was very pleased to celebrate her first year of employment at Muddy Rivers on November 1st.

She is a conscientious employee & they are thrilled to have her as an addition to their kitchen staff.

Ellen has been receiving vocational support with Success Unlimited since 2011.

She likes to cook & to sew & has made many quilts as gifts for family & friends.

She enjoys spending time with her family

in Fosston, MN whenever she can.

Ellen enjoys animals & is looking forward to having a pet of her own someday.



Thank-You

In recognition of October's Disability Employment Awareness month, we'd like to acknowledge the following area businesses that employ people with disabilities.

4000 Valley Square
Altru Health System
Applebee's
Best Buy
Blue Moose
Capital Building Services
Country Inn & Suites
Envision Express
Franchise Concepts
GFAFB AAFES
Green Mill

Guesthouse International
Happy Host
Hardee's
Highlander
Hugo's
Kohl's
LISTEN
MVW
Muddy Rivers
NDAD
Parkwood Place

Perkins
Pizza Hut
Qdoba
Red Lobster
Settle Inn
UND Dining Services
UND Food Court
UND Wellness Center
Valley Car Wash
Wild Hog

Mastering a new skill is nothing but placing your continued attention on it. Therefore, you can relax knowing that it's not about you and whether you "get" it. It's simply about the time and effort you put into it.



So you want to be a job coach?

Job coaches spend their day in the community, working on-site with the employees they support & networking with supervisors to make sure that everything is going well at the job site. Employers are often uncertain about how to relate to a person with a disability. The person with a disability may be uncomfortable in a new situation and prefer to interact with someone familiar. This can put the job coach in the middle. Job coaches need to reinforce that the employer has the supervisory responsibility with their new employee and be sure everyone knows that the job coach's role is to assist with training & support, not to do the job.

All new employees encounter many difficulties. Sufficient training isn't always provided by employers & inadequate training can impact their ability to meet their employer's expectations. To increase the chance that workers with disabilities receive active support from their co-workers, job coaches provide any training the person may need in addition to that usually available to new hires & help in getting oriented to the job and the workplace. They might identify possible workplace adaptations & help in dealing with problems & managing crisis situations. The job coach needs to understand the culture of the company, the standard of performance that is acceptable & the way performance issues are typically managed in the workplace.

The role of the job coach is to provide the assistance necessary for the employer and the person with a disability to insure the job requirements are met by helping the worker with a disability learn the workplace as well as the job. The coach gets to know co-workers and supervisors & finds out how breaks, lunch and before and after work rituals go & how workplace routines offer opportunities for interaction.

Working as a liaison between employers and employees with disabilities to secure & maintain employment, job coaches face intriguing challenges as they navigate the often complex relationships that exist in every employment situation. Seeing people meet their goals and find fulfillment in their work is what makes the position of a job coach so rewarding.



Don't forget to say 'Thank-You'!

Sending a thank-you note after the job interview helps you shine. It's something that job seekers don't always put much thought into, but it can make a huge impression on potential employers. Write a short note, thanking the interviewer for their time, highlight the positive aspects of the interview & confirm your interest in the job. Employers agree that thank-you notes make a very positive impression & help people stand out from the competition. Even if you decide that the company or job isn't the right fit for you, sending a note can still be appropriate. It leaves a positive last impression & maintaining good relationships can lead to future job opportunities.

Project Vote



Voting was a topic of discussion to prepare people for the November presidential election.

Presenters from **Self-Advocacy Solutions of ND (SAS)** shared information on the voting process...how to locate polling places, transportation options to get to the polls & how to vote.

People appreciated having a hands-on opportunity to practice using the voting equipment before election day.



Welcome to the Work Force



Tim Fontaine
Employed at
Wild Hog



Justin Tandeski
Employed at
Valley Car Wash



Sam Whitehead
Employed at
UND Food Court



Ted Sorenson
Employed at
The Blue Moose

Resolve to succeed: The greatest discovery one can make is that nothing is impossible



From the Desk of Tanja Kapinos, CEO

What is the Holiday Spirit? It means different things to different people. To me, it evokes a sense of warmth & happiness and quite honestly, it gets me thinking about what I can do to make other people feel the same way. Not that my family isn't always on my mind, but during the Holidays, especially, I'm really reminded of how blessed I am to have them. I tend to realize how truly lucky I am when I think of all the other things I have in my life, such as a job, food to eat & a roof over my head, as well. There are many people out there who don't have those things. So, I start imagining all the things I might be able to do during the 'Season of Giving' to brighten the day of an individual or family who may not be as fortunate as I am. Giving and sharing don't necessarily have to mean spending a lot of money. Small kindnesses bring hope, comfort, and happiness to others, whether it's picking up a small gift for a program such as Toys for Tots, taking a little bit of time to go and visit with an elderly person who doesn't have family around, volunteering to help serve a meal at some place like St. Michael's Annual Christmas Eve dinner or even something as simple as asking everyone to come to your office Christmas party with a non-perishable food item. The possibilities are endless. It doesn't take much for one person to make a difference, even if it's just a small one. I encourage everyone to look into their hearts during this Holiday season and see what you might be able to do.



THANKS

a million to all of the volunteers who helped make our October rummage sale a SUCCESS!... people who donated merchandise, helped with organizing, sales & clean up &, of course, we couldn't have done it without a fabulous turnout of bargain hunting supporters!!

Save The Date Watch for our spring Rummage Sale coming up in May 2013.



3551 South 20th Street Suite B
Grand Forks ND 58201.3400

**Employment Support Services
for People with Disabilities**

Administrative Office Hours
Monday - Thursday 7:00am - 5:30pm
Telephone - 701.775.3356



Have a
Happy Thanksgiving!



View all editions of *The Success Story* newsletter at www.successunlimitedinc.org