

Definition of Terms

Challenges means things that make it difficult for individuals to get a job, volunteer or attend job readiness training.

Discrimination means unfair treatment of people because of their age, gender, skin colour, disability or other characteristics.

Employment means competitive work where wages, benefits and working conditions meet Employment Standards and pays current minimum wage or more (\$15.30 per hour in Manitoba). Employment does not include work experience, volunteering or payment below minimum wage.

Employment Discovery Tool means this form or questionnaire that tells us about an individual's interest in employment.

Individual means the Community Living disABILITY Services participant who is completing the Employment Discovery Tool.

Job Readiness Training means getting help to develop skills and get ready for a job.

Pay and Benefits. Pay (salary or wage) means the amount of money an individual gets from working at their job. They may get paid daily, weekly or every two weeks. **Benefits** means goods or services given to employees like insurance (medical and dental), paid vacation, scholarships and other things like gym memberships, childcare or employee discounts when they buy things.

Relationships or connections means how co-workers treat each other. Are they nice? Do they help? Do they include individuals in conversations?

Resume means a document that has information about an individual like name, contact information, skills, work history and education.

Supported employment agency means an organization that helps people find a job and supports them to maintain a job.

Support services means, for the purposes of the Improving Quality of Life Employment Pilot Project, activities or services that Community Living disABILITY Services – funded agencies provide to support individuals in community life such as supported employment, vocational skills development and personal, social and recreational activities.

Volunteering means doing something willingly, without being forced or getting paid to do it.