

# Goodwill Industries of Alberta

By

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# Mission Statement

- “Goodwill Industries will enhance the quality and dignity of life for individuals, families, and communities on a global basis, through the power of work, by eliminating barriers to opportunity for people with special needs, and by facilitating empowerment, self-help, and service through dedicated, autonomous local organizations.”

# What does Goodwill Value?

## Respect for the individuals with disability

- People with disability assuming responsibility
- Hand up not an hand out
- Thinking beyond what is happening locally and looking at local issues.



## Working and transformation

- Financial responsibility
- Autonomy for the individual

## Volunteerism

- Giving back to the community



They really believe that working has the ability to transform people and change life. This is done by building helping people build self confidence, independence, creativity, trust and friendship. They believe everyone deserve a chance to have this.



## Facts About Goodwill

- Goodwill was founded in 1902 by Rev. Edgar J. Helms
- They have 2.4 billion dollars in donations this year.
- Good will is all about getting people to contribute.
- They have a recycling retail initiative that is a low price.

# How do they Operate?

## Donation

- Goodwill Industries of Alberta partners with:
- Universities
- Wal-Mart
- Most importantly individuals like me and you.
- The donations collect is then checked for damages.
- If a cloth is too warn out that it can't be sold, they cut it up and sell it to big companies for rags.

# Donations

- The intention behind the donation aspect of Goodwill industries of Alberta's donation operation is to generate revenues to support increasing opportunities for individuals with disabilities.
- There are 8 retail stores and 14 donation centers that Goodwill operates in Alberta. In addition, they also have two logistics and Salvage warehouse.

# Donations



# Goodwill's Corporate

- Goodwill's Corporate and administration supports the organization in area such as:
- Finance
- Accounting
- Payroll
- Human Resources
- Training and development
- Information technology
- Marketing.

# Corporate



# Community Employment and Program Services

- The staff works with people with disabilities to provide support in two main areas:

## Power of Work

- Support people with disabilities to secure employment or volunteer experience in their community.

## Contract Services

- Provides employment to people with disabilities and other disadvantage groups.

# The Power of Work



# The Power of Work

- The team at Goodwill works very hard to ensure that they match the needs of employers with the skill set of the Individuals they are working with.
- While the individuals are beginning their new jobs, a job coach is provided to trained and ensure the individuals know how to do their jobs.
- Some individuals eventually becomes independent, while others will need some sort of assistance throughout the duration of their time at the job.
- The ultimate goal is to try to “phase out” that assistance though.

# The Power of Work



# The Power of Work

There is a step in the process of helping people find meaningful employment:

- Define the individual's employment goal and interests
- Provide them with or help them locate training and skills that will help them acquire the job.
- Assist them in employment search
- Assist them in finding volunteer opportunities
- Assist them in finding employment that matches their skills and interest.
- Provide a range of support for the individuals, keeping in mind that the ultimate goal is to use natural supports first {co workers, supervisors, employers, employment resources at their work place}



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# Employment Goals

- When an individual start with the CEPS program, the first thing we want to do is look at their employment goals using a person centered plan.
- The plan looks at the aspirations of the person
- The goals the person might have
- This is done in a comprehensive manner.

# Employment Goals



# Employment Preparation

- The individuals that we work with develop employment skills through workshops
- And other work training programs designed to meet the individual needs of the people we work with.
- The workshops are vital to giving the individuals the transferable skills that will assist them to be successful in their employment.

# Employment Preparation



# Job Search Assistance

- Also vital to helping people with disabilities gain meaningful employment is the job search assistance that we provide.
- Resume building
- Teaching job search techniques
- Interviewing techniques
- Building cover letters that highlights their strengths and interest.

# Job Search Assistance



# Challenges Faced by Goodwill

- Finding Individuals who are willing and able to work—with the cut back in funding to many agencies, there seems to have been an increase in the needs for leisure and recreation programs.
- They found that many people that need support comes to Goodwill because there is no where else to go.
- Unfortunately, due to funding limitation currently faced by this organization, they are unable to help many of them.

# Challenges Faced by Goodwill



# Open Minded Employers

- It can often be challenging to find companies and organizations who are willing to take people with disabilities.
- They often associate this limitations to barriers to successful employment
- Usually, due to personal experiences, stereotypes, and other judgmental measures, employers a reluctant to hire.