

# VISIONS' VOICE

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## Employer Close-up: City Tire & Auto Centre Ltd.

*An interview with Jordan Blackwood*

by Melissa Slade, Career Development Specialist



**Melissa:** *How long have you been partnered with Visions Employment Plus Inc.?*

**Jordan:** In November 2014, we hired Clarence to detail vehicles at our Mount Pearl location.

**Melissa:** *How did you first become aware of Supported Employment?*

**Jordan:** During my return flight from a work conference in Dallas, Texas in early 2014, I was surfing through the in-flight TV entertainment. After realizing I had watched all the new release movies (I cannot sleep on an airplane) I was browsing through the business and news sections. There was a program based upon the unconventional employee pool and their ability to exceed expectations as well as the performance of their coworkers. After watching this article, and understanding our future need for an employee, I talked with my father and brothers; it was obvious they were also interested in testing the waters. I first reached out to the Autism Society and after a conversation regarding the potential job, the garage work environment, and our expectations, it was recommended to contact Visions Employment Inc. to ensure that a suitable employee and job coach be sourced.

**Melissa:** *How has your experience as an inclusive employer enhanced your business environment?*

**Jordan:** Not only has morale improved at each

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location that Clarence visits on a weekly basis, but our managers and sales staff have been commended by customers regarding City Tire & Auto's commitment to work inclusion. Some customers have even went that extra step to call me personally to show their admiration for our involvement.

**Melissa:** *Is there anything you would like to say to other employers who may be reluctant in partnering with a Supported Employment agency?*

**Jordan:** We are thrilled with the result and encourage other employers to participate in such an enriching program. Your customers will soon realize your social contribution to the community and will share their experiences with others. For those potential employers who are reluctant to take the plunge; concerned with the type of work or the work load required for that position - Right from the start Visions Employment Inc. was excited to work with us, determining that the position we're offering was suitable and prescreening candidates to ensure the possible new-hire was able and willing to complete the job. Even after employment, the Visions staff were eager to assist in coaching the employee as well as the management teams at City Tire & Auto, to ensure a healthy long-term connection. We were pleasantly surprised that even a job coach was provided. This was greatly welcomed during the early stages of employment where Clarence needed time to learn the job tasks, work schedules, and develop routines. It has been over a year since the departure of his job coach and we see no need to change this anytime soon. Clarence keeps busy, takes pride in his work, is meticulous, and incredibly punctual... all welcomed attributes of an employee.

## Pre-Employment Workshops

by Gillian Norris, Youth Career Development Specialist

Visions Employment would like to congratulate all of our participants in our Pre-Employment Workshops. This workshop focuses on skills and tools that promote success in the workplace. The workshop's participants were Shannon Webber, Nicholas Styles, Sebastian Kennedy, Laurie Stoyles, and Matthew Morris, seen below receiving their certificates. Thank you for your participation as well as the enthusiasm and dedication that you exhibited throughout the workshops!

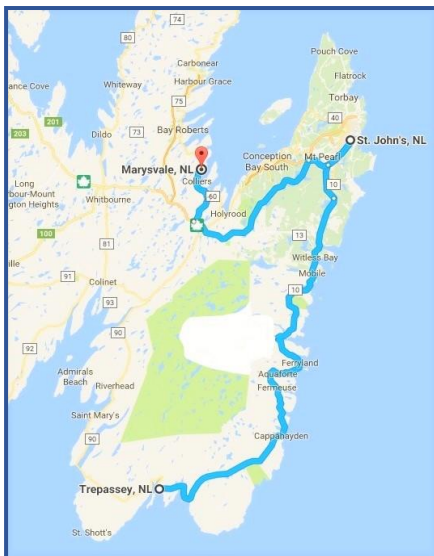


*Shannon Webber, Nicholas Styles, & Sebastian Kennedy*



*Laurie Stoyles & Matthew Morris*

## Our Service Area



## Shining Star of the Month Award

by Leslie Richards, Career Development Specialist

Visions Employment would like to acknowledge Andrew Hynes' recent achievement of being selected for the Shining Star of the Month Award at Walmart, Topsail Road! Store associates can be nominated by customers and co-workers for their outstanding work, great customer service, and friendly attitude. Management then choose the most deserving of the month and thanks to Andrew's continued hard work, he walked away with the award at the end of January. We would like to say Congratulations to Andrew on this great accomplishment!!

Interested in volunteering on our Board of Directors? We are currently looking for new members, as well as a Consumer Client Representative. Contact us, or visit our website to download an Application!

Interested in becoming a Job Coach? Contact us for more information or submit a resumé!

Questions?  
Feel free to contact us!  
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