



HANG ON TO YOUR DREAM  
TO MAKE A DIFFERENCE



WORK IN  
**SPECIAL NEEDS**

[www.workinspecialneeds.com](http://www.workinspecialneeds.com)



A GUIDE TO CAREER OPPORTUNITIES IN BRANT

# HANG ON TO YOUR DREAM TO MAKE A DIFFERENCE

## WORK IN **SPECIAL NEEDS**

### **WHY WORK IN SPECIAL NEEDS?**

Working in special needs, or the developmental services sector, provides a career where individuals really do make a difference in the lives of others. Most individuals working in the sector say that they get more back from their work – in terms of satisfaction and personal reward – than they give in terms of the support they provide to those with developmental disabilities. Through your close relationships with individuals with special needs, you directly assist with and take on shared responsibility for their activities of daily living, ongoing development, and overall well being.

### **WHAT DOES THE WORK INVOLVE?**

Making a difference in the lives of others is achieved on a day-to-day basis in a variety of situations, and requires a high level of responsibility. Our agencies support people of all ages in work environments such as residential group homes, an independent living situation, a workplace, or a family home. The developmental disabilities you might encounter include Autism, Down Syndrome, Prader-Willi Syndrome, Cerebral Palsy, or dual diagnosis (developmental disability in conjunction with mental illness). Tasks involve keeping the supported person active; teaching them or helping with a daily chore such as cooking, banking or housekeeping; administering medications; or documenting your work as a case manager.

### **WHAT ARE THE OPPORTUNITIES?**

In the coming years there will be an increasing number of job openings in this sector. In fact, graduates of the Niagara College Educational Assistant-Special Needs Support (EA-SNS) Program have a job placement rate in their field of over 80%. Rewarding positions as support staff workers are readily available – positions such as Support Worker, Support Coordinator and Intervenor. Although remuneration varies between agencies, full-time positions generally offer entry-level salaries in the range of \$30-40K per annum, along with competitive benefit packages. Opportunities are available province wide – one of the biggest benefits of working in this sector is that your job skills are transferable. Almost every municipality and region provides developmental services.

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### **HOW DO I GET STARTED?**

Minimum qualifications are agency/employer specific, but generally you will need a two-year post secondary diploma in a related field, such as an Educational Assistant - Special Needs Support Diploma (EA-SNS) or a Social Service Worker Diploma (SSW). Alternatively, a post secondary degree in a related field such as Physical Education with a Disabilities specialization will also meet educational requirements for many agencies.

### **WHAT ARE EMPLOYERS LOOKING FOR?**

In addition to the necessary educational requirements, employers look for candidates with the following skills and characteristics:

- Good problem solving and creative thinking skills
- Mature, empathetic and non-judgemental
- An ability to adapt and to work with others
- An ability to handle emergencies and work calmly under pressure
- An ability to communicate well (verbally, non-verbally, and in writing)

### **INTERESTED?**

If working in special needs sounds like the career for you, you can find out more information by contacting the agencies listed in this book – all of which offer positions in developmental services in the Niagara Region. You can also visit [www.workinspecialneeds.com](http://www.workinspecialneeds.com) to link to their agency websites.

General information about the sector can be found at [www.oasonline.ca](http://www.oasonline.ca), [www.communitylivingontario.ca/index2.html](http://www.communitylivingontario.ca/index2.html), or by talking to professionals who work at developmental service agencies. Many of these agencies welcome students seeking a volunteer placement or completing their community service hours.

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# Brantwood Residential Development Centre

25 Bell Lane  
Brantford, ON  
N3T 1E1  
Phone: (519) 753-2658  
Fax: (519) 753-5639  
Email: [info@brantwood.ca](mailto:info@brantwood.ca)  
Website: [www.brantwood.ca](http://www.brantwood.ca)

## Who We Are

Mission - Brantwood Centre supports individuals with developmental and complex health challenges, promoting choice to achieve quality of life in partnership with families and the community.

Vision - Brantwood Centre envisions a vibrant community where individuals with developmental and complex health challenges are included and participate as full citizens.

## What We Do

A warm, supportive environment is provided in 11 group homes within the Brant Community. The dedicated and caring staff, comprised of Support Workers and Registered Practical Nurses, provide specialized 24 hour support to approximately 67 residents. Staff work together as a team to ensure that individual's complex needs are met. People supported by Brantwood participate in all aspects of community living such as shopping, cooking, cleaning, attending local sports events or concerts and planning parties for friends and family.

Brantwood is fortunate to have many special services and equipment to offer individuals with developmental disabilities. The Hydrotherapy Pool offers therapeutic relief and freedom of movement. The Snoezelen Room offers a relaxed atmosphere with pleasurable sensory experiences. The Virtual Reality System enables individuals to use body movements to activate various activities on the big screen, whether it be racing a car or playing in a band. The Seating Department enables individuals to have customized seating services to meet their complex needs.

## Our People

Brantwood Centre employs approximately 180 full-time and part-time employees represented by SEIU as well as 18 non-union Management and Administration staff.

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# Community Living Brant

366 Dalhousie Street  
Brantford, ON N3S 3W2  
Phone: (519) 756-2662  
Fax: (519) 756-7668  
Email: [communitylivingbrant@clbrant.com](mailto:communitylivingbrant@clbrant.com)  
Website: [www.clbrant.com](http://www.clbrant.com)

## Who We Are

Since 1953 Community Living Brant has provided a range of services and supports to people who have a developmental disability and their families. We advocate for, promote and facilitate the full participation, inclusion and citizenship for the 350 adults we currently support. Our vision is that of a welcoming community where all are encouraged to reach their full potential.

We are a non-profit agency governed by a volunteer Board of Directors.

## What We Do

Community Living Brant offers a variety of adult services including residential and other living options, respite supports, employment and alternate day opportunities and Young Adults in Transition supports.

As well, we administer the Ontario Early Years Centre of Brant.

## Our People

Community Living Brant hires people with a variety of skills suited to support individuals with a developmental disability.

Minimum qualifications are for program assistants are:

- \* One year post secondary education in a related discipline and one year directly related experience or an equivalent combination of education and experience
- \* Valid Ontario Driver's license
- \* Valid First Aid/CPR certificate
- \* Good attendance record

For Support Workers:

- \*Must have a degree or diploma in Human Services ie. DSW, SSW
- \* Valid Ontario Driver's license
- \* Valid First Aid/CPR certificate
- \* Good attendance record

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## Contact Brant

1-164 Colborne St. W  
Brantford ON  
Phone: (519) 758-8228  
Fax: (519) 758-9507  
Email: [information@contactbrant.net](mailto:information@contactbrant.net)  
Website: [www.contactbrant.net](http://www.contactbrant.net)

### Who We Are

ONE DOOR to access Brant's Children's Mental Health Services or Developmental Services for Children and Adults.

Contact Brant is the pathway to:

- Children's Mental Health Services
- Developmental Services for individuals of all ages
- Resources for families and individuals, and
- Planning to enhance service delivery

### What We Do

Contact Brant's professional staff are called Resource Coordinators. They meet with families and discuss what their needs are and then help them to find appropriate services.

Contact Brant also uses information gathered in these "intake interviews" to help the service system understand what the present and future service needs and gaps are.

### Our People

Contact Brant has 4 Resource Coordinators and a small administrative staff. We would hire people who have a University degree in Social Services and experience working with children and with adults with developmental disabilities. Our staff need exceptional problem solving skills and must have good computer and keyboarding skills.

Contact Brant's Administrative staff all have exceptional computer skills with an emphasis on the use of data base programs.

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# Family Counselling Centre of Brant

54 Brant Ave  
Brantford, ON  
N3T 3G8  
Phone: (519) 753-4173, 519-753-4174  
Fax: (519) 753-9287, 519-753-9540  
Email: [office@fccofb.com](mailto:office@fccofb.com)  
Website: <http://www.fccofb.com>

## Who We Are

The purpose of the Developmental Services division of The Family Counselling Centre of Brant is to offer professional services for adults with a physical and/or developmental disability and their family and support staff.

We strive to promote community awareness of issues and information pertinent to personal development and growth as well as to individual and family functioning.

## What We Do

Developmental Services is comprised of 6 areas of service:

1. Family Relief Services- a day respite program for adults with a disability who live at home with aging family members. The Host Family program is an out of home respite program where an individual is matched with a family to allow for respite for the parents of the person with a disability.
2. Special Services At Home- a program that matches the person with a disability with a worker to participate in goal oriented activities in the community.
3. Family Support- assists individuals with a developmental disability to live within their families and community by overseeing access to community programs.
4. Community Integration-Workers work with individuals with a developmental disability to attain the maximum amount of independence possible.
5. Behavioural Consultants- work with the individual with a developmental disability and their family and/or primary worker to teach practical ways to promote healthy behaviour.
6. Deafblind Outreach Services- supports individuals with this unique disability with numerous supports, such as behaviour consultation, intervention and training.

## Our People

The Family Counselling Centre, Developmental Services would hire people who have a Social Service and/or Developmental Service worker diploma for our front line staff. Our professional staff require a university degree in Sociology or Psychology.

We also appreciate previous experience working with adults with physical, developmental disabilities and mental health issues as an asset.

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## Participation House - Brantford

10 Bell Lane, P.O. Box 2048,  
Brantford, Ontario  
N3T-5W5  
Phone: (519) 756-1430  
Fax: (519) 756-0795  
Email: [skerr@participationhousebrantford.org](mailto:skerr@participationhousebrantford.org)  
Website: [www.participationhousebrantford.org](http://www.participationhousebrantford.org)

### Who We Are

Participation House Brantford was established in 1978. Participation House Brantford provides supportive housing, respite care and attendant care supports to adults with physical disabilities who are 16 years of age or older. PH Brantford is funded by the Ministry of Health via the Hamilton Niagara Haldimand Brant Local Health Integration Network. Participation House Brantford believes that 'all people have the right to participate equally in society'.

### What We Do

Participation House Brantford has two residential locations. Bell Lane site 24 hour care in a group living setting for people whose needs are complex as well as respite care. The West Street location provides supported independent living in 17 apartments. Staffs are available 24 hours a day to provide assistance. Participation House Brantford also provides Attendant Care. Care is provided to persons who reside in Brant County. Services are provided in the home, the workplace or the educational setting as needed.

### Our People

Participation House Brantford hires qualified staff to provide care. The minimum qualification for any care staff position at Participation House is a Personal Support Worker (PSW) Certificate. This is typically a one year College Course. At Bell Lane a complement of full and part time staff include PSW's, as well staff with University degrees such as Nurses and Occupational Therapists. At West Street full and part time staff is expected to have at least a PSW. A two year College diploma in a field related to health care/social services is highly encouraged.

The Attendant Care Outreach Program has several part time positions available for trained PSW staff.

Ongoing training and development are encouraged and offered for all staff.

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## Southern Network of Specialized Care

Phone: (519) 753-4173 ext.222

Fax: (519) 753-9287

Email: [acoombe@fccofb.com](mailto:acoombe@fccofb.com)

Website: <http://www.community-networks.ca>

### Who We Are

The Southern Network of Specialized Care (SNSC) was developed to assist local areas to provide service to adults with developmental disabilities who need specialized care for co-existing mental illness and/or behavioural issues. Local Service Delivery Networks (LSDN) have been established in the Southern Region which covers the areas from Windsor to Tobermory to Fort Erie. The SNSC is part of a provincial network, known as the Community Networks of Specialized Care.

### What We Do

The SNSC was established as a link between the eleven communities in the Southern Region. Its role is to:

**Develop and promote relationships:** Linking specialized providers and the service community together to improve service and service connections

**Education/Research**

**Recruitment/Retention:** Create greater awareness of employment opportunities in specialized services

**Data – Gap Identification:** Discuss ways to improve service delivery

**Unified Community voice:** Bring resources to the Southern Region

### Our People

The Network is guided by two co leads, a Coordinator and 6 local Facilitators from across the Southern Region.