

Achiever

Building skills, careers and independence since 1964.

Dedicated to providing respectful and responsible services that promote and enhance quality of life.

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Fall FUNdraiser Fun!



Our fall fundraiser was held at Blainbrook on October 11 and as these photos show, lots of fun was had while raising funds for a great cause.



We received 10 new subscriptions for Achieve Clean Laundry Detergent. Sign up online today!



Newsletter of



Volume 28, Number 3
Fall 2017

Why work?

Achieve Services Inc. is a day training and habilitation service that provides work and other opportunities for people with developmental disabilities. That's an interesting sentence, specifically the phrase "work and other opportunities." We don't always think of work as an opportunity.

We might think of it as a duty or obligation or something we have to complete in order to pay the mortgage or buy the groceries. But opportunity?

Yes, work is an opportunity.

It's an opportunity to gain financial benefits, but that's just the start. The benefits of working in a meaningful job are far-reaching – for all people of all abilities. One positive outcome leads to another, and so on.

Work provides a purpose to your day. You have somewhere to go and something meaningful to do. You are a needed and contributing member of society.

This brings with it a sense of connectedness. In this instance, co-dependence is a good thing. Being connected to others makes us part of a larger whole. We belong. This interconnectedness brings opportunities for socializing and friendships.

These friendships are valuable to Achieve workers, but **we've been told over and over by employers that hiring our workers makes their workers even better.** Diversity in the workplace provides a positive outcome for all. Work is empowering.

Thinking more positively about oneself builds self-esteem, confidence and

overall happiness, which combine to boost overall mental health.

In fact, studies show that work is good for not only mental health but your physical health as well. It seems that having a reason to get out of bed in the morning encourages our bodies to recover more quickly from illnesses and to stay well in the first place.

One Australian study found that "good work is generally good for health and well-being and that long term worklessness can have a negative impact on health and well-being."**

Work provides the opportunity for experience and gaining new skills. It is a resume builder, which leads to a future of bigger, brighter and better opportunities.

This brings us full circle to financial gain. A person with greater experience and skills can have greater financial independence. According to one study "Employment is generally the most important means of obtaining adequate economic resources, which are essential for material well-being and full participation in today's society."***



Tom Weaver, Achieve CEO

People with disabilities are no different than those without disabilities in that they can benefit from the numerous opportunities that come from employment in a positive and meaningful job. **That's why here at Achieve we'll continue doing what we've been doing for more than 50 years:** provide work and other opportunities to adults with developmental disabilities so they can lead meaningful and self-determined lives.

For many of our participants, this starts with a simple four-letter word: work. 

*Australian Government Comcare
***"Is Work Good for Your Health and Well-being?" Waddell & Burton, 2006.

Achieve Core Values

ENRICHMENT – We are committed to enhancing lives through achievement and honoring the worth, abilities, and contributions of each individual.

EMPOWERMENT – We honor personal choice, and invest in every individual's right to cultivate and contribute their talents in ways that enrich themselves and society.

INNOVATION – We continuously seek new and better solutions to meet the needs of participants, staff and employers in ways that make lasting improvements.

INTEGRITY – In all that we do we are open, honest and respectful and we follow through on our commitments.

Resources available to employers



Many business owners are aware of the various benefits of hiring employees with disabilities, but finding the right employee with the right set of skills might seem complicated. It doesn't have to be. There are resources available to help employers find, recruit, train, maintain and reap the tax benefits of hiring employees with disabilities.

If you've considered hiring an employee with disabilities or are simply interested in more information, there are a number of online resources that can get you started. These include:

- The Minnesota Department of Employment and Economic Development (DEED) at mn.gov/deed,
- The Employer Assistance and Resource Network on Disability Inclusion (EARN) at askern.org and
- The Jobs Accommodation Network (JAN) at askjan.org.

Whether you're interested in the basics, or the detailed specifics, these online resources can provide you with information including:

- Facts about the benefits of hiring workers with disabilities
- How hiring people with disabilities can help a business overcome workforce shortages
- Increasing efficiency
- Laws and regulations
- How employees with disabilities provide employers with a positive return on investment
- Tax incentives available
- Creating new market opportunities and attracting more customers
- Tapping into an educated and talented pool of workers

- Tapping into a diverse pool of workers
- Recruiting candidates
- Help with retention
- Job coaching
- Job accommodations
- Assistance with accessibility issues

You can access articles online, as well as subscribe to informational newsletters and complete free webinars on a variety of disability topics that are of interest to employers.

In addition to these online resources, Achieve specializes in support and employment of persons with disabilities and can provide similar services – all at no cost to you. Give us a call at 763-783-4909 or access us online at achieveservices.org.

Finding, hiring and retaining skilled and dedicated employees with disabilities doesn't have to be complicated and you don't have to go it alone. Check out the resources available and then give Achieve a call. They'll provide a wealth of information and all the assistance you'll need to form a successful partnership. 

Business solutions - put us to work for you

Achieve participants complete various jobs in the community as well as in-house. Some of the things we can do include:

In the community

- Cleaning/janitorial
- Clerical
- Data entry
- Shredding
- Stocking
- Sorting
- Mail delivery
- Manufacturing

In-house

- We have a full-service workshop in Blaine with capabilities to pick up and drop off contracted work.
- Packaging
 - Shredding (confidential area available)
 - Poly-bagging

- Heat sealing
- General assembly
- Envelope inserting
- Labeling
- Collating
- Stapling
- Folding

testimonial - the best kind of word of mouth

"Plasti Dip International has been using Achieve Services for many years and can rely on its participants to get the job done accurately and on time. As an important business partner they are a cost effective, reliable and trustworthy resource. It makes good sense to use Achieve Services."

—Scott Haasl President, Plasti Dip International

CELEBRATION!

Meier Tool recently celebrated Achieve workers, Miles and Mindy, for their dedication to the company.

Congratulations Miles, Mindy and Meier Tool. Sounds like everyone is a winner!



give
TO THE
MAX 
NOV. 16, 2017

Give to the Max Day is a special 24-hour period to highlight the work and worth of non-profits, like Achieve. While every day is a great day to donate, Give to the Max Day donations are eligible for random drawings to have extra money added to them.

How to give: go to the [Give MN website at givemn.org](http://givemn.org). Click on the donate button and type Achieve Services Inc in the find a cause space. Thanks in advance for your support!

Benefits of workplace diversity

Diversity in the workplace is a hot-button topic. When an employer thinks of inclusion and diversity, they often think of different genders, races and sexual orientation. Increasing diversity by hiring workers with disabilities may not come to mind. It should.

People with disabilities help to create a culture of diversity and inclusion, and with that comes numerous benefits.

Increased innovation and creativity: A diverse group has diverse perspectives. Teams that include workers from different backgrounds bounce their differing ideas and concepts off one another, leading to increased innovation and a higher level of creativity.

Enhanced collaboration and cooperation as a means to meeting workplace objectives. Employees from different backgrounds bring in a variety of solutions on how to achieve a common goal.

An increased talent pool: It's simple math. People with differing backgrounds will have different life experiences and different talents. If you increase the diversity of the people you consider for employment you increase the overall number of people you consider for employment.

Increased customer base: A diverse workforce is better able to understand and meet the needs of a diverse customer base. Meeting the needs of more customers means... more customers.

Increased morale: When differences are accepted and embraced, employees feel more comfortable and valued within the workplace. When individuals are valued for the unique skills and perspective they bring to the job, they are more content at work.

Staff retention: Studies show that businesses that fail to foster inclusive workplaces see higher turnover rates. A diverse work group fosters a collaborative and discrimination-free work environment, which lowers the costs of employee turnover.

It is widely acknowledged that diversity in the workplace results in numerous benefits. What employers may overlook is how that diversity looks and where to find it. Including employees with disabilities into a diverse and inclusive work environment can boost morale, creativity, retention and talent – not to mention your businesses bottom line. 



Cleaning your dirt: one load at a time

Laundry detergent isn't always exciting, but we are excited about some of the things going on with our product, Achieve Clean!

- Our retail shop is open and ready for business! Come check us out. We're at 7500 University Ave. NE in Fridley and are open weekdays 9 am - 2 pm.
- You can also buy Achieve Clean online or at a local retailer. Here's where:
 - > Coborn's (Ramsey, Albertville and Elk River locations)
 - > Through Coburn's Delivers
 - > Arc's Value Village (New Hope, St. Paul, Brooklyn Center, Richfield and Bloomington locations)
- We've got a new PSA to tell our story. You can check it out yourself. Go to the Achieve Clean Facebook page (Like us if you haven't already) and click on videos. It's titled "**Wash with a Cause - Achieve Clean Laundry Detergent.**" We want to get 1,000 views! 

What's inside the bottle?

Reading the ingredient list of your laundry detergent may not make your top 10 to-do list, but maybe it should. **Achieve Clean is made with just four ingredients** that combine to give you the best in clothes-cleaning power.

Other detergents have 15, 20 and even 27 ingredients. (We know; we checked the labels.) Even detergents claiming for be free of unneeded ingredients have a list twice as long as Achieve Clean. Worse yet, some detergents don't even list their ingredients on the label but direct you to a website to find that information on your own.

- Achieve Clean is unscented.
- Achieve Clean has zero added dyes, making it a safer wash for your clothes.
- Achieve Clean is bleach-free. Harsh chemicals are just as bad for your fabrics as they are for your health.
- Achieve Clean contains no petroleum, which is non-biodegradable and can cause pollution.

- Achieve Clean is proudly made in the U.S.A. It is manufactured and bottled locally, with all ingredients made in the United States.
- Achieve Clean is cost-effective. One bottle cleans 60 loads of laundry, making each load cost just over 25 cents.
- Achieve Clean provides meaningful jobs for people with developmental disabilities.
- All proceeds from Achieve Clean are invested directly back into programs that create jobs for people with developmental disabilities.
- Still not convinced? We have a money back guarantee! Check it out risk free! 

A new partner: **SMYTH** Companies

One of the best aspects of developing, marketing and selling our own laundry detergent is the amazing partnerships Achieve has made with other businesses. One of our newest is Smyth Companies, a premiere package decoration company, which provides packaging labels for everything from soaps and household goods to wine and beer – and now, Achieve Clean Laundry Detergent!

Smyth Companies cares about the community they are a part of and is happy to support Achieve Clean by donating the labels used on the boxes of our laundry detergent. **Achieve is thrilled to partner with Smyth Companies in this way!**



Photo: Dan Hickey of Smyth Companies (left) and Jameson Crawford of Achieve Clean (right)

One word: subscribe!

The easiest way to support Achieve Clean Laundry Detergent is to start a subscription! Choose whatever frequency works for you (one, two or three months) and you'll automatically get a bottle sent to your door. Change or cancel any time. It couldn't be easier! Visit achieveclean.org to get started.

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The Achiever is published quarterly by Achieve Services, Incorporated, a private, non-profit day training and habilitation service which provides work and other opportunities for people with developmental disabilities.

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Giving back...Achieve volunteers

Achieve participants volunteered at the Fall Harvest Market this year selling ghostly treats. All proceeds from their efforts went to benefit Community Emergency Assistance Programs, a Minnesota based charity (CEAP). CEAP provides food, clothing, referrals and personalized support to families in

need to help them establish their path to stability and independence.

Since 1970 CEAP has helped individuals and families in financial distress to help them maximize their ability to live independently and with dignity.

Each year CEAP distributes over one million pounds of food through its food shelf. For more information, visit the CEAP website at www.ceap.org.

Achieve participants volunteer their services at various locations during the year. Volunteering allows them to give back to the community and help others in need. It allows opportunities for socializing with community members, builds a feeling of purpose and helps them gain skills and confidence. Best of all - this outing was a lot of fun! 

