

Frequently Asked Questions for Focus Ability Community Contribution Company Inc (FACCC)

About Us

1. Are you still in business after Covid-19?

Yes, we are still in business. In March 2020 when everything started to shut down, we took our training program online. We have continued to employ and train those on the spectrum and continue to modify our programs to work better online.

2. Does FACCC offer online training and programs?

Yes. Focus Ability started offering online training after the Covid-19 lockdown started. We still prefer to do our Assessments in person, so they have been put on hold until Sept 2021.

3. Will FACCC be able to provide in-class face-to-face programs after the Covid-19 challenges are over?

Yes. Our staff will be vaccinated so that we can continue to offer in-class programs once we are cleared to do so.

4. Do you help people on PWD (Persons with Disabilities) Employment Supports?

Yes, we work with those on PWD that do not qualify for CLBC assistance. We help those who lose ASD funding supports at age 19.

5. Do you provide day-to-day supports?

We provide day to day support for people who are enrolled in or have completed the [employment program](#).

6. Do you work with other high functioning disabilities other than autism?

Focus Ability CCC works with adults with high-functioning Autism, ADHD, OCD, mild Schizophrenia, Bipolar disorder, and/or other diverse abilities.

7. What areas of BC do you service?

So far, we have run programs in Salmon Arm, Vernon, Kamloops, Kelowna, and the Fraser Valley as we work our way through the major cities in BC and also on Vancouver Island.

8. What is your success rate?

Our success rate is over 90%.

9. Why do I need this service?

This service will help you be more successful in the search for the best job for you, turn your past job failures into future job successes, and help you find a job that you want to keep.

10. Do you provide post-secondary academic supports?

Yes, we do, for College, University, and Trade specific schools.

11. What is a CCC (Community Contribution Company) incorporation and how does that make you a non-profit organization?

A CCC incorporation is a type of business model designed for people who value a balance of social responsibility and profit. We have a non-profit account where 40% of profits are received along with donations. The remaining 60% of profits are required to be invested (after dividends) back into the company. We can sell shares for those who wish to invest in a socially responsible company, who still receive a dividend from profits. Our non-profit side provides services and support for those who qualify financially for much needed services. These much-needed services include: driving lessons, mental health appointments, financial subsidizing for those with financial needs to afford the program, and workshops and clinics for parents and community.

12. How is Focus Ability different from WorkBC?

- WorkBC uses job boards and is limited to offering services only if you qualify for services.
- Focus Ability does not have any job boards and we are not limited to government qualifications. We seek out the employer that is right for your abilities.
- WorkBC has one process for helping you find a job.
- Focus Ability focuses on the individual; we work with a person-centered approach so that we tailor our supports to your specific needs.

13. Does FACCC receive government funding to operate?

Focus Ability does receive some government funding in the form of grants that need to be applied for such as the Covid-19 Work Experience Grant in spring of 2021. Less than 10% of our income comes from government grants. *"We acknowledge the financial support of the Province of British Columbia through the Ministry of Social Development and Poverty Reduction."*

14. Does FACCC employ people with autism?

FACCC lives what it teaches and yes, more than 40% of our staff are comprised of people diagnosed with ASD.

15. Along with Employment Assessment and Training program, what other services does FACCC provide?

- Support for Parents of those with ASD (such as Workshops and Launch into Life)
- Teen summer employment programs
- Employment Workshops (Anxiety at Work, How to Handle Depression at Work, etc.)
- Employer Programs and Support
- Social Life improvement Workshops (CBT how to apply it, Making Friends & keeping them)
- Job Shadowing
- Work Experience Programs

16. What are the qualifications of the staff who work with people with autism?

Our [counsellor](#) is very qualified with over 20+ years in working with adults on the spectrum as a Certified Canadian Counsellor, including the bestselling book she has written. Our instructors, assessors, and job coaches are professionally trained and certified in their area of expertise. Our job coaching staff are supervised by a Certified Employment Support Specialist from Douglas College. Our education director is a certified teacher with a Masters degree in Work, Organization, and Leadership. We are very proud to put our credentials behind our experience working with those with ASD and other diverse cognitive abilities.

About our Programs

1. Is FACCC's program for anybody with autism?

No, we do require those with ASD or diverse cognitive abilities that have an IQ higher than 75 and an adaptability rating of 3 or higher. This is required for most forms of employment which are not volunteer based.

2. Is FACCC's program available for other people along with those with autism?

Many other people can access our services, especially if they struggle with social situations, anxiety, or depression which may stand in the way of obtaining and keeping meaningful employment. We have also worked with those who are self-diagnosed adults.

3. How do you help people select goals for their future?

Individualized WorkAble Plans (IWP) are the base of all our success stories. We use state of the art tools to help support success! Our WorkAble job solutions benefit both the individual and the company in which they work. We match your personality and abilities with the best jobs for you.

4. What is the process to sign up for your program?

[Contact us](#) to schedule an intake interview to make sure we are a good match for you.

5. What is the difference between the group and your one-to-one program?

Small groups of 4-8 people are used for assessment on how the person works with others in a work environment. Training is also done in the same small group for group learning outcomes and discussions. Our one-on-one program is for those who cannot wait for a group program to start, or will benefit more from a one-on-one program. The group program is much more inexpensive as the costs of the program are spread amongst the group.

6. How long is the program?

The assessment lasts 2 weeks and the training lasts 5 weeks. Job supports last until you retire from employment or you turn 65 years old.

7. How long will it be before I get a job?

This depends on the person and the situation. Some people get jobs within days/weeks and sometimes it takes months/years with the average being approximately four months.

8. How long will the support be there after I get a job?

Focus Ability will support you until you retire from the workforce.

9. How will you help me find what my employment interests and talents might be?

We do a complete work assessment to show your work skills and interests. We use accredited personality tests to help us match your personality to different career types. Job shadowing and work experience are used to understand more about careers before taking a career direction.

10. What is the cost of the program?

Prices may vary depending on group size and form of delivery. The Assessment and Training programs are less than \$20/hr (Approximately \$1800-\$2000 for 100 hours of assessment and training) which is provided by two trained professionals.

11. Is there a program for under 19 at FACCC?

Yes, we start working with teens between 16 and 19 years-old along with their parents to prepare for changes in their ASD funding, and we provide support to adapt with their peers for work readiness such as work experience, driving lessons, and job shadowing.

12. What time of the year are FACCC's programs usually available?

We run programs throughout the year, so please check our yearly [Events](#) calendar to see what is coming next. [Contact us](#) with your request to see if we can offer you any of our services.