



PROVAIL

LIFE OPPORTUNITIES FOR PEOPLE WITH DISABILITIES

*Every one of us has the right to
pursue the life we choose to live.*

PROVAIL'S FOCUS AREAS

Throughout our history, PROVAIL has learned that there are three areas of life that directly impact a person's ability to live life according to their own choices:



Mobility &
Communication



Employment



Home &
Lifestyle

PROVAIL EMPLOYMENT OVERVIEW

- 50 TEAM MEMBERS
- 4 REGIONAL TEAMS WITH PROGRAM MANAGERS
 - WITH QA COORDINATORS (TRAINERS, TEAM SUPPORT, FLOATERS)
- INDIVIDUAL EMPLOYMENT
- SCHOOL TO WORK
- SPECIALISTERNE





EMPLOYMENT TEAM

- Culture
 - EVERYONE HAS A VOICE, CLEAR VISION, CREATIVITY, POSITIVITY, COLLABORATION, GOAL ORIENTED, OUTCOME DRIVEN, FLEXIBILITY/FREEDOM, INNOVATION, LEARN FROM MISTAKES, SUPPORT EACH OTHER, ASK QUESTIONS, FORWARD MOVEMENT
- Environment
 - MOBILE, CLOUD COMPUTING, OPEN SPACE
 - RESOURCES/TOOLS TO SUPPORT SUCCESS
- Visuals
 - [SHARE STORIES](#)-LARGE AND SMALL SUCCESSES, OUTCOMES
- [PUT YOUR BUSINESS ON THE MAP](#)

CULTIVATION AND GROWTH OF TEAM

- **LEARN TEAM MEMBER'S MOTIVATION, STRENGTHS AND TALENTS**
- **TRAINING AND CONTINUING EDUCATION**
- **INPUT AND DIALOGUE ABOUT IMPROVEMENTS, CHANGES, GOALS**
 - RETREATS, TEAM MEETINGS, WORK GROUPS
 - SHORT SURVEYS ON SPECIFIC TOPICS, [ASSESSMENTS](#)
 - EXPERIENTIAL BRAINSTORMING WHEN CHANGES COMING
- **GROWTH OPPORTUNITIES:** MENTORS, PUBLIC SECTOR DEVELOPMENT, SPECIFIC BUSINESS ACCOUNTS, CONFERENCE PRESENTERS, INTERAGENCY COLLABORATIONS, AT SPECIALISTS
- **NEW POSITIONS:** JOB DEVELOPER, COMMUNITY LIAISON, TRANSITION COORDINATOR, TRANSITION SPECIALIST, QA
- **CHECK INS:** [90 DAY CHECK IN](#) AND [SURVEY](#), ANNUAL SELF ASSESSMENTS, MONTHLY CHECK INS

Keep the Main Thing the Main Thing

“The thinking about employment for people with developmental disabilities can be summarized in this way -

- From impossible to possible*
 - From possible to beneficial*
 - From beneficial to allowed*
 - From allowed to preferred*
 - From preferred to expected*
 - From expected to required.....*
-to the same standard as everyone else.”*

Alderbrook 2007, David Mank, Ph.D., Indiana University

RESULTS ORIENTED

- INCENTIVES
 - FULL TEAM BONUS
 - REGIONAL TEAM BONUS
- TEAM APPRECIATION
 - NEW JOBS
 - INCREASE IN HOURS/WAGES
 - NEW TASKS
 - ANNIVERSARIES
 - BIRTHDAYS
 - NEW HIRES WELCOME



PROVAIL EMPLOYMENT OUTCOMES

NORTH

& % Employed

35/49 employed 71%

Wages/Hours

9.29 hrs/wk \$10.47/hr

15%: 5 individuals

NORTHEAST

& % Employed

23/52 employed 44%

Wages/Hours

8.53 hrs/wk \$10.08/hr

15%: 4 individuals

SEATTLE

& % Employed

84/117 employed 72%

Wages/Hours

9.23 hrs/wk \$12.35/hr

15%: 12 individuals

EAST

& % Employed

88/117 employed 60%

Wages/Hours

10.27 hrs/wk \$10.32/hr

15%: 13 individuals

[OUTCOME EVALUATION](#)

EXPECTATIONS

- CAREER PATH SERVICE PLANS & REVIEWS ON SCHEDULE
- 100-120 SERVICE HOURS/MONTH
- 3 JOBS/YEAR (VARIES WITH CASELOADS)
- MAXIMIZE WORKPLACE INDEPENDENCE - SI, FADING PLANS, AT
- COMPLETE CASE NOTES/NEW CONTACTS DAILY
- COORDINATE JOB DEVELOPMENT LEADS (CHECK FIRST, ASSIST OTHERS)
- PARTICIPATE IN WEEKLY TEAM MEETINGS
- ASK FOR HELP
- OFFER IDEAS & SUGGESTIONS
- RETURN CALLS/EMAILS WITHIN A BUSINESS DAY
- SATISFIED CUSTOMERS (INDIVIDUAL, FAMILY, EMPLOYER, SCHOOL, ETC)

MANAGING A COMMUNITY BASED TEAM

- **WAYS TO STAY CONNECTED**
 - TEAM MEETINGS, PM CHECK INS, LUNCH BUDDIES/MEET UPS, WORK GROUPS, BIRTHDAY GET TOGETHERS
- **PLAY TO STRENGTHS OF TEAM MEMBERS**
 - SMALL TEAMS AND PARTNERS FOR JOB DEVELOPMENT & COACHING
- **CLEAR, FREQUENT COMMUNICATION**
 - EMAIL, TEXT, TWITTER, GOOGLE, SALESFORCE, CHATTER
 - SCHEDULED REPORTS TO SHARE INFORMATION
 - NEW BUSINESSES, NEW JOBS, PLANS DUE, DVR PLANS, LOST JOBS, ETC
- **CLOUD BASED TECHNOLOGY**
 - GOOGLE SITE, SALESFORCE, MOBILE

COLLABORATION TOOLS

- REGIONAL TEAM ACTION PLANS (A-M, JORDAN)
- INDIVIDUAL ROLES/CONTRIBUTIONS TO REACH GOALS
- THE HOTLIST
- FULL TEAM ACTION PLAN
- CAREER GROWTH WORKSHEET





COLLABORATION WITH PARTNERS

- SE OLYMPICS
- COMMUNITY EMPLOYMENT ALLIANCE
- SCHOOL DISTRICTS
- APSE
- C-3/STW COHORTS
- BUSINESS ASSOCIATIONS
- CONFERENCES/FORUMS
- OFF THE CLOCK
- CROSS SYSTEMS COOPERATION & AGREEMENTS
- SHARED PROJECTS/GRANTS

SUPPORTED EMPLOYMENT OLYMPICS



Thank you!

Gina Solberg
Director of Employment Services

PROVAIL

ginas@provail.org

206-826-1053

www.provail.org