Using Person Centered Practices to Support Employees

WE BELIEVE THAT INDIVIDUALS WITH DISABILITIES HAVE THE ABILITY TO DETERMINE THEIR OWN PATH. WE FIGHT FOR IT DAILY. WHAT IF WE PUT THESE SAME PRACTICES INTO PLACE WHEN IT COMES TO EMPLOYEES AND CO-WORKERS? THIS SESSION WILL EXPLORE WAYS TO UTILIZE THE TALENTS AND PASSIONS OF THOSE WE EMPLOY TO STRENGTHEN OUR PRODUCTIVITY, REDUCE TURNOVER AND ENHANCE SUPPORT FOR INDIVIDUALS WITH DISABILITIES.

According to the U.S. Bureau of Labor and Statistics, employees are staying in a job on average for only 1.5 years.

Unemployment Rates

NATIONAL AVERAGE: 3.8%

VIRGINIA: 2.9%

(FEBRUARY 2019)

National DSP Crisis!!

- Report to the President 2017
 - President's Committee for People with Intellectual Disabilities
 - ▼ 574,200 new DSP's needed each year to meet demand given current turnover rates
 - Cost of insurance and benefits rising annually

Managed Care Workforce

The majority of reasons why employees quit their job are under the control of the employer.

Why they leave.....

Undervalued

Higher Pay

No Opportunity for Growth

Don't like their boss

Unappreciated

Lack of Vision

Lack of a Voice/Engagement

Lack of Work-Life Balance

Low Team Moral

What does that mean for employers?



Not to mention what is does to other employees.



"To encourage more exercise among our employees, all our escalators operate backwards."

The reasons why people stay in their jobs are just as important as the reasons why they leave them.

Why they stay...

Appreciation for your work

Good relationships with colleagues
Good work-life balance
Good relationships with supervisors

Company's financial stability

Learning and career development

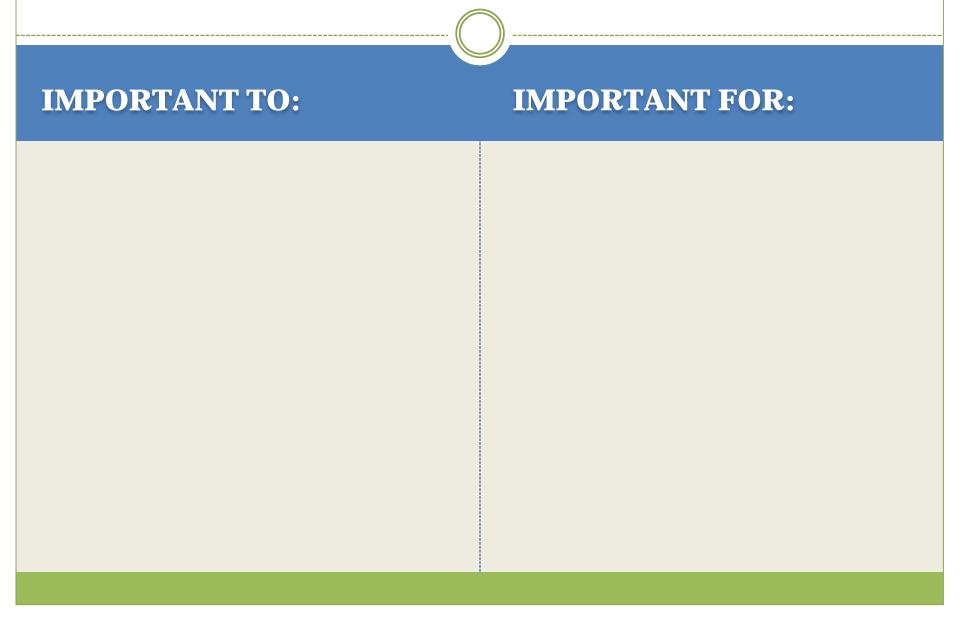
Job security

Attractive fixed salary

Interesting job content

Company values

GOOD LIFE/GOOD JOB







Agency Retreat











Good Work-Life Balance



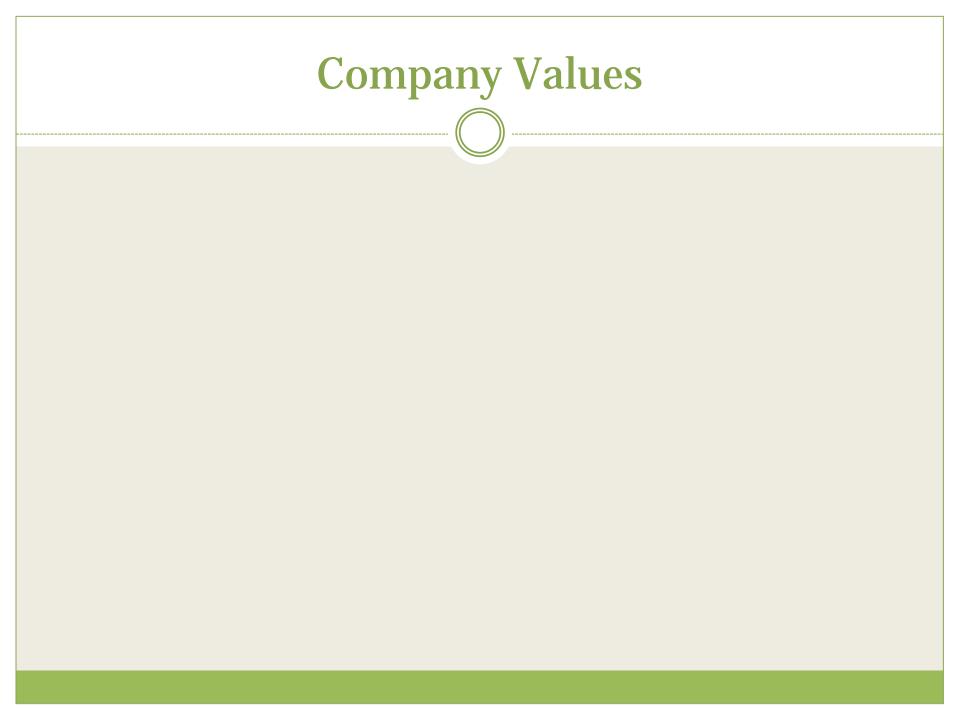






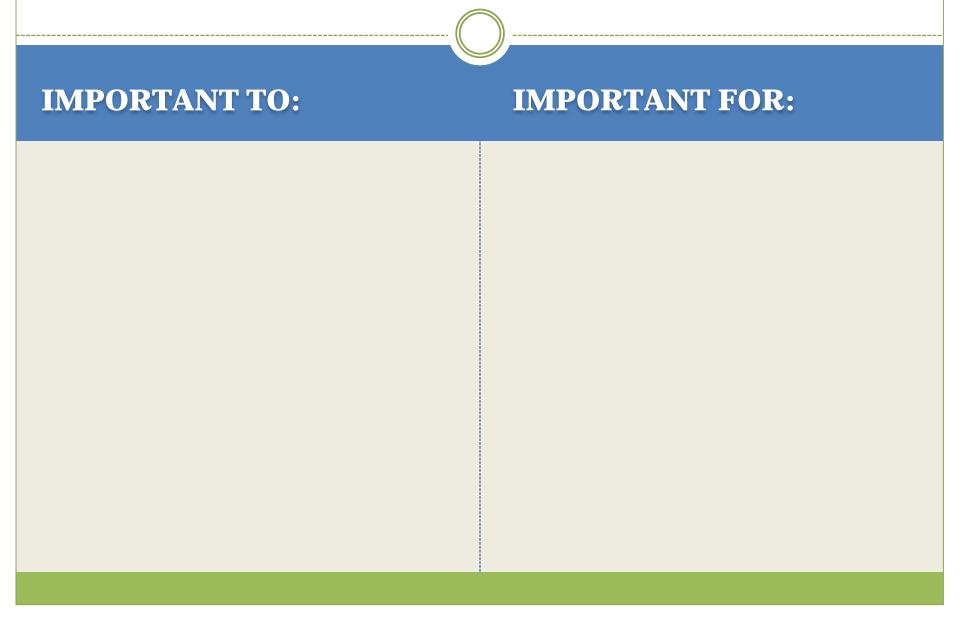


Attractive Fixed Salary



Sometimes you have to spend money to save money!!!

GOOD LIFE/GOOD JOB



APPRECIATION FOR YOUR WORK

GOOD RELATIONSHIPS WITH COLLEAGUES

GOOD WORK-LIFE BALANCE

GOOD RELATIONSHIPS WITH SUPERVISORS

COMPANY'S FINANCIAL STABILITY

LEARNING AND CAREER DEVELOPMENT

JOB SECURITY

ATTRACTIVE FIXED SALARY

INTERESTING JOB CONTENT

COMPANY VALUES

Pleasure in the job puts perfection in the work.

-Aristotle