

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 it 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



IMPORTANT TO:

IMPORTANT FOR:

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Appreciation for Your Work



Good Relationships with Colleagues



Agency Retreat



Good Work-Life Balance



Good Relationships with Supervisors



Company Financial Stability



Learning and Career Development



Job Security



Interesting Job Content



Attractive Fixed Salary



Company Values



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

GOOD LIFE/GOOD JOB



IMPORTANT TO:

IMPORTANT FOR:

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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