

*Utah Department of Human Services
Service for People with Disabilities
Provider New Possibilities Workgroup*

Jean Winsor

Jeanine Zlockie

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**State Employment
Leadership Network**

Welcome & Agenda!



- Background
- Introductions
- Summary of June 2021 event
- Today's focus
 - Sharing each agency's mission, goals, and values
 - Sharing data on how many people want to work
 - Sharing data on staffing
 - Brainstorming how to reallocate and restructure resources to address each agency's situation



Clear and consistent goals

Define what your agency wants to do better at and develop goals and timeframes to assess progress.

Tell us about your agencies mission and goals

- Dreams into reality, quality of life for the individuals we support
- Supporting individuals to make purposeful choices, meaningful lives, fully integrated to living and working in the community
- Independence, integration, employment-integrated and competitive, happiness
- Opportunities for people to achieve independence, growing self-esteem, and sustainable quality of life. Living their best life



An agency culture that supports inclusion

Values supporting people in the community. Create a culture that values positive thinking, creativity, innovation and continuous quality improvement

Tell us about your agencies values

- Core values shared with new employees, creating a corporate culture. 6 words: inclusion, innovation, respect, hope, authenticity, and balance
- Integrity, continued improvement, positive attitude, positive interaction, no procrastination, positive outcomes. Follow through, keep our promises
- Relationships (families, employers, schools, etc.), quality services, teamwork and working together
- Patience and respect



Active, person centered job placement

How many people aren't working and want a job?

Find jobs for 1 person at a time

Tell us about your "just do it" approach?

Data based decision making

- Do you have data on what staff your agency has?
- Do you have data on what staff your agency needs?
- In what services are there gaps?



Reallocated and Restructured Resources

- How does your agency spend its money?
 - What are your major costs?
- How does your staff spend their time?
- How can your agency better align your resources?

Let's talk about how we can just do
it.....

Next Meeting

- Tuesday August 31, 2021 1pm MT