



# Transform Now!



**JOBS! JOBS! JOBS!**



Pam is the newest member of the Grain Station Brewery Team. Pam is responsible for portioning out pizza dough balls and making the amazing Pretzel Sticks that sell out almost immediately. The atmosphere and the Staff at the Grain Station of in McMinnville are not only energetic, warm and inviting but have welcomed Pam with open arms.



May 4-6 [VR EOP II - La Grande](#)

May 11 [Family Advocacy & the Importance of Work Webinar](#)

May 16 [Making Contact, Making Connections, Making Community - David Hingsburger](#)

May 17 [Communication: Who's Listening? - David Hingsburger](#)

May 24-25 Trainer Mentorship Pilot Program - Eugene - Accepted Applicants Only

June 1 [Avoiding the Volunteer Trap Webinar](#)

June 1-3 [VR EOP II - Eugene](#)

June 14-16 [Community Summit - Wenatchee](#)

June 15-17 [VR EOP II - Grants Pass](#)

July 20-22 [VR EOP II - Coos Bay](#)

Aug 1-3 [VR EOP II - Portland](#)

Nov 7-8 Employment Summit - Sun River

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After working at MV Advancements Industrial Services facility, Pam is “home now” as she will so openly state when asked about her new position.



Congratulations Josh on your new job at Oregon Pride Nurseries! Josh is enjoying sharing in the culture of the work environment as well as the work itself. His supervisor has said how impressed he is by Josh's independence and his drive to perform well in his assigned tasks.

Josh worked at Wood Products for several years as a sawyer where he learned the leadership skills required for his new community job.

Wondering why all the Success Stories are from MV Advancements? Not only are they the only ones that sent me success stories this month but when all of the new hires reach their 90 day retention mark they will have...**MET THEIR GOAL!**



Congratulations Randy on your new job at Brookdale Hillside! Randy worked for MV Advancements. Now, Randy is a dishwasher at the Manor on the Hillside campus in McMinnville.

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**Creating Video Marketing Tools  
for you to use and to duplicate!**

Let us know if you have someone for

**Voices from the Field!**

[Doug](#)

[Stephanie](#)

[Justin](#)

[Matt](#)

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**CONGRATULATIONS MV Advancements!**

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**CESP EXAM OPPORTUNITIES**



### CESP EXAM REGISTRATION

Portland - May 6, 2016 9 am - 12 noon

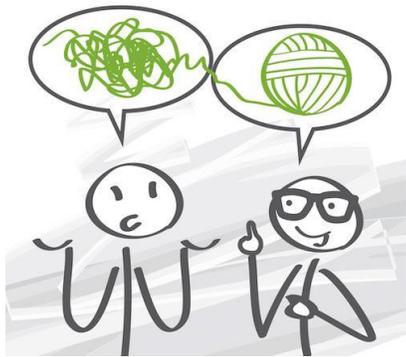
\* Not a WISE Exam - NO REIMBURSEMENT

Bend - May 24, 2016 9 am - 12 noon

\* Reimbursement available to those who pass

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## Hiring NOW Peer to Peer Network Mentors



Oregon Self Advocacy Coalition (OSAC) is hiring for 8 mentors from the Portland Metro Area, Eugene, and Bend for the Peer to Peer Project. If you have people who worked in a Sheltered Workshop, now work in community integrated employment, and want to mentor others and are interested in a second job, please have them [apply](#).

Answers to common questions...

- Peer Mentors will be employees of OSAC
- They will attend 18 hours of Peer Mentor training
- They will work 5 - 15 hours a month (after the 18 hour training)
- Monthly schedules will vary based on local project activities
- Peer Mentors will earn \$13 per hour
- Peer Mentors are expected to travel. We will cover out-of-town transportation, lodging and meal costs.

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**Let us know if you need help to reach your Goal!**

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COMMUNITY INTEGRATED JOBS!	90 day placements between 1/1/15-12/31/16									90 day placements between 7/1/15-12/31/16							TOTAL/ AVERAGE
	CCS	Eastco	Garten	Mentor	MV Advancements	Rise	Shangri-la	TVW	WITCO	ASI	SERP	CSI	Exceed	Williamette Valley	Bethesda	Sunny Oaks	
Facility-based Employment Services	0	50	135	135	73	0	109	66	34	28	8	19	97	48	7	0	809
Facility-based Non-employment Services	0	7	73	218	66	16	70	42	0	43	35	15	36	43	32	26	722
Community Employment from Facility-based Employment	1	2	2	21	4	0	2	4	3	0	4	0	6	0	0	0	49
Community Employment from Facility-based Non-employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Community Employment Other	1	1	1	18	13	0	14	1	2	1	0	1	0	0	8	0	61
TOTAL TRANSFORMATION PROJECT COMMUNITY JOBS	1	2	2	21	4	0	2	4	3	0	4	0	6	0	0	0	49
TOTAL COMMUNITY JOBS	2	3	3	39	19	0	16	5	5	2	4	1	6	0	8	0	113
GOAL - Facility-based Employment	0	4	25	35	9	8	7	9	4	5	5	9	15	2	3	0	140
% of GOAL Achieved	n/a	50%	8%	60%	44%	0%	29%	44%	75%	0%	80%	0%	40%	0%	0%	n/a	35%
GOAL - Facility-based Non-Employment	15	1	0	0	1	0	0	1	1	2	4	8	0	5	1	3	42
% of GOAL Achieved	0	0	n/a	n/a	0	n/a	n/a	0	0	0	0	0	n/a	0	100%	0	2%
% of Facility-based Employment Individuals Employed	n/a	4%	1%	16%	5%	n/a	2%	6%	9%	0%	50%	0%	6%	0%	0%	n/a	6%

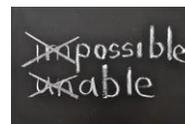
MV Advancements will be meeting their Transformation Goal within 90 days. They can now work on exceeding their goal and will receive payment for not only the placements reaching goal criteria but also all those EXCEEDING their goal that meet criteria as well.

You have the same opportunity!

**HOW HIGH CAN YOU GO?**

Provider Payment - Per Service Provider Per Placement		
PLACEMENT RATE	10-19 HOURS	20 HOURS or more
10-14%	\$750	\$1,000
15%+ or more	\$1,250	\$1,750

## Sticky Wickets



### How do I train and mentor new Employment Specialists?

I have heard many strategies for meeting core competency standards for training and mentoring new staff. Some have gone with an online training program. Others have focused on in person classes.

Marie Gwilliam developed a program with a combination of online and in person training and mentoring of more experienced Employment Specialists. She had her program reviewed by Stephanie Roncal who indicated that she was impressed!

Marie said she'd be willing to share information about the program she put together. You can reach her at [mqwilliam@mvadvancements.org](mailto:mqwilliam@mvadvancements.org)

## Taking the mystery out of Employment Path Services

There has been confusion about Employment Path services. What is it? What is it not? How limited is time limited? What goals should be in an ISP for Employment Path services?

Answer this question: **What is stopping someone from working?**

If the answer is "nothing". Then Employment Path is not the appropriate service for that person. Help them to get a job now.

If there is something specific keeping the person from working, name. **Is there a job where that would not be a barrier?** (ie. outdoor job cleaning up for someone with poor hygiene)

If not, then meet with the person's team to identify how to eliminate, support, or prevent that barrier and set ISP goals to make that happen.

**How to decide on how time limited the service?** Until the goals above are met.

For Example: Joe will rarely go into the community. When he does it is usually to familiar places that are part of his routine. This is making it difficult to find and maintain work.

Joe and his team set a goal for Joe to gradually work up to visit 3 businesses at least 1x per week. Initially, this will happen when he goes out on other locations that are part of his routine. The three businesses are locations where there are potential jobs that are a fit for Joe's employment interests and skills. After Joe successfully goes to those 3 businesses at least 1x per week, then the team will seek employment for Joe at those businesses. The team expects that it will take 2-3 months for Joe to go to the 3 businesses at least 1x per week. Joe is expected to be in Employment Path services for 2-3 months.



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