

# Our Purpose: To Create the Conditions for the Emergence of Valued Support Workers

*Opportunity depends on...*  
 ...relationships – ability to collaborate  
 ...how staff see people  
 ...staff competency & connections  
 ...commitment to changing community to increase inclusion  
 ...level of control people have over how service \$ is spent  
 ...flexibility in use of resources  
 ...design of services (e.g. support for people in own home vs group living)

- Greater Opportunity for People with DD**
- Contribution to community life
  - Control of own life
  - Secure home
  - Support to learn
  - Work & income

*Working conditions depend on...*  
 ...respect for direct service workers contribution & high expectations for performance  
 ...level of rates for services  
 ...agency policy on how much of available \$ will go to direct support pay  
 ...how rigidly regulations & agency policies dictate staff activities  
 ...level of investment in learning for direct support workers in agency & community

