# 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

# Workforce Sectors ompeting values of bet

defined by balance of potentially competing values of better working conditions and greater opportunity for people with DD

#### Overcomers

struggling for opportunity despite poor pay by making the most of collaboration

### Valued support workers

competently assisting selfdirection & contribution to community life

direction for development

#### Status-quo Supporters capable performance that keeps people inside the boundaries of existing agencies

# Devalued keepers

cheap & segregating minimal physical tending

# Costly keepers

expensive institutionalization run for worker convenience & benefit

# Working conditions depend on... ...respect for direct service workers

- ...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

### **Better Working Conditions**

- · Fair wages & benefits
- · Respect for good work
- Learning opportunities
- Rewards for increased knowledge & skills
- Job security

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