



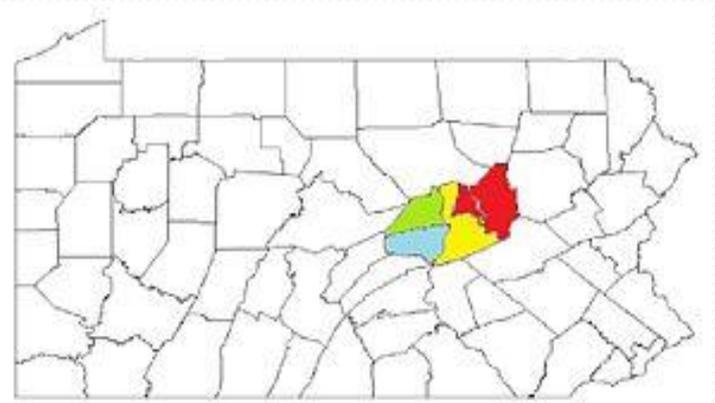
Professional Development Plan for Pre-vocational Participants

SUNCOM Overview

- Non-profit human services agency
- Provide vocational assessment, training and employment opportunities
- Promote socialization and skill development

SUNCOM Services

- Serve over 500 individuals
- Employ over 200 staff
- 5 Counties
- 5 Service Locations
 - (2) Northumberland, Bloomsburg, Coal Township & Sunbury



SUNCOM Services

- Community Integrated Employment Services (CIES) - Competitive Employment
 - Supported Employment
 - Job Finding
 - Job Support
 - Transitional Work

SUNCOM Services

- 7 – Licensed Day Services
 - 5 Community Habilitation Adult Training Facilities (ATF)
 - (2) Northumberland, Bloomsburg, Coal Township & Sunbury
 - 2 Older Adult Daily Living Centers
 - Northumberland & Bloomsburg
 - 2 Pre-Vocational Facilities
 - Northumberland & Bloomsburg

Professional Development Plan Goals

- Ensure Workplace safety
- Environment conducive for vocational habilitation
- Minimal standard of conduct
- Improve coping and problem solving skills
- Programming
 - Educational opportunities
 - Develop professional skills
 - Succeed in the workplace



Professional Development Plan Outcome

Training that fosters

- Positive workplace interactions
- Healthy and safe program environments
 - Achieve greater independence
 - Enhance their quality of life
 - Reach their fullest potential



Baseline I2I Abuse Vocational Data

2012

2013

15/24

46/65

63%

71%



Professional Development Plan Objective

Provide to 5% of the overall pre-vocational population (278) or a minimum of 14 participants

Target group - Individuals who have been involved in Individual to Individual (I2I) Abuse incidents





Professional Developmental Plan

1st Month:

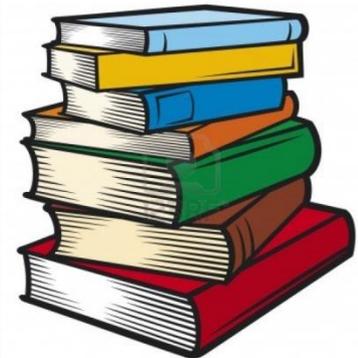
Informal Counseling with
Vocational Program
Specialist



Professional Developmental Plan

1st Month:

Education (1/2 hr sessions)
(HCQU information)



- Appropriate Workplace Behavior
- Appropriate Workplace Relationships

Professional Development Program

1st Month

Role Modeling/Working Professional's table during breaks and lunch

- Personal Hygiene
- Respecting Other
- Appropriate Work Place Behavior
- Life Skills
- Good Work Ethics



Professional Development Program

2nd & 3rd Months:
Group Discussions
(1/2 hour sessions)



Professional Development Program

Group Discussion Topics:

- Appropriate Social Etiquette
- Bullying
- Making Good Decisions
- Coping with Stress



Professional Development Program

Certificate

- Education sessions
- 80% participation in Role Modeling
- Group Discussions



Progress



- 18 individuals participated in three (3) quarters in 2014
- 12/18 fully completed the program (67%)
- Target of another incident - re-entered

2014 (I2I) Abuse Data

Q1 January – March
10 incidents (4 - Voc)

Q2 April – June
4 incidents (4 - Voc)

Q3 July – September
14 incidents (8 - Voc)

28 Incidents (16 Voc)



2013 Baseline vs. 2014 Data

2013 (66%)

- Q1 - 14/18
 - Q2 - 14/23
 - Q3 - 5/9
- 33 Voc/50

13 participants



2014 (57%)

- Q1 - 4/10
 - Q2 - 4/4
 - Q3 - 8/14
- 16 Voc/28

4 participants

2014 Progress Data

- 5 /14 I2I incidents involved participants
- 4 participants
 - 2 Q1 participants - target and victim of each other in Q1
 - 1 Q1 participant - target in Q2 & Q3
 - 1 Q1 participant- target in Q3
 - 2 incidents - same day
- 4/18 participants - I2I Abuse – 78% success rate



Conclusion

Education focused on workplace safety and professionalism has:

- Improved Workplace Behaviors/Relationships
- Developed Coping Skills
- Enhanced Quality of Life
- Greater Independence
- Reach their Fullest Potential
- Decrease I2I Abuse incidents



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