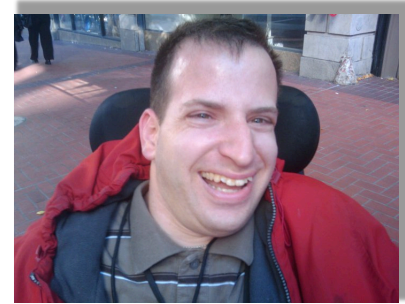


# Leading a Full Life

OAVSNP Feb 18<sup>th</sup>, 2011

Claire Barnett and Karen Ehn

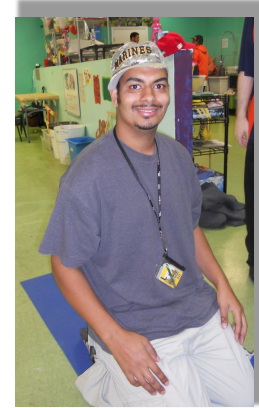




- Leading a “Full Life”
- Helping people with disabilities lead their lives to the fullest
- Job Development

# Leading a “Full Life”

- Enjoyable activities
- Satisfying interpersonal relationships
- Emotional fulfillment



FULL LIFE™

# Emotional Fulfillment

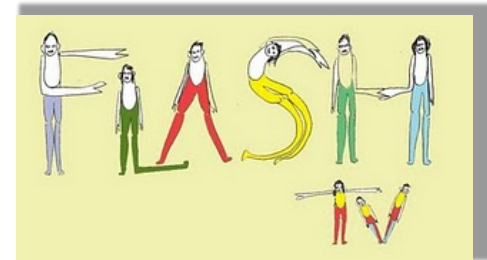
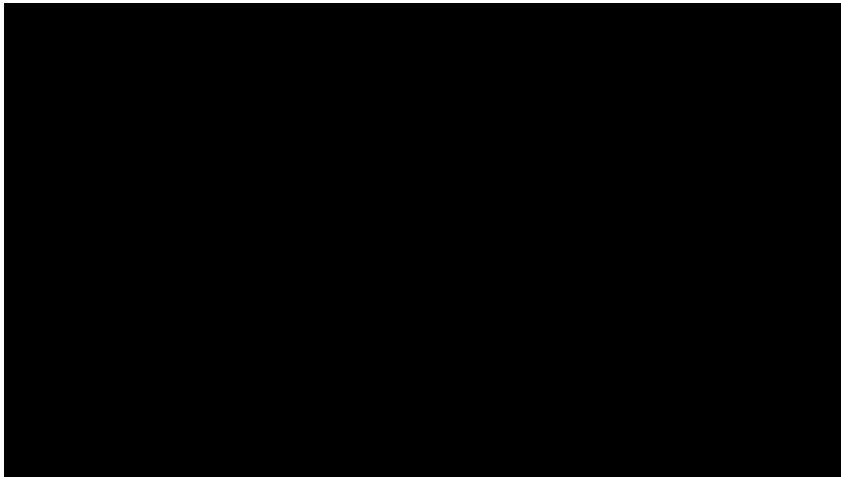
- Unique to the individual
- Self-esteem is must be fostered
- A person's value must be realized

# Keyona



- Clerk at the front desk
- Commissioned artist

# Flash TV featuring the Full Life All-Stars



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# Tech Street



- Specialized Autism programming
- Emphasizes teamwork and social skills
- Fosters Friendships

# Bringing people together

- Helping to build relationships



# Contributing... not simply existing



- Paid work
- Work goals individualized for success
- Satisfaction of own earned income
- Most clients *want* to work

"Employing people with disabilities is really about inclusion and seeing it as an opportunity... We look at it as another opportunity to make us a stronger company."

- **Bill Tolbert**  
**Recruiter, New Seasons Market**

“Mio Gelato recently hired a Full Life candidate, Cindy, and she has been a pleasure to work with. The staff at Full Life listened to our needs and sent us people who fit the description. We will definitely hire from Full Life in the future!”

**- Beth Waldrip  
Operations Manager**

“Full Life Rocks! I love my job.”

- Tess  
Ovations Team Member

# Job Development Process:

- Client Focused Job Search
- Evaluate skills and work goal
- Provide Realistic job profiles
- Set-up assessments, or “assess to hire” or OJTs as needed
- Interview preparation, resumes, etc.
- Job Interview
- Hire
- Coaching and Retention



# Success Stories:

- Tess: Self Confidence
- Cristina: Placed off assessment
- Terry: A 2<sup>nd</sup> chance
- Peter: Acceptance



# Coaching and Beyond

- Post employment services
- One on one coaching to ensure self-confidence and success
- Long Term Supports
- Employment Network/Ticket to Work



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# Misconceptions from our Job Seekers:

“I don’t have the job skills they need.”

**Reality:** We look for appropriate fits. Everyone has skills!



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# Misconceptions from our Job Seekers:

“Employers won’t accommodate my needs”

**Reality:** We work with employers who value you and your potential- they look beyond the label

# Misconceptions from our Job Seekers

“I’ve never worked before- who will hire me?”

**Reality:** Relax, we’ll help! Everyone starts somewhere.

# Our Services:



- Provide pre-employment screening services
  - Testing
  - Certificate acquisition
  - Candidate matching
- **Assist with diversity/inclusion policies (or goals) – many don't self-identify**
- Fill immediate staffing needs
- Assessment or “Try before you Buy”
- Provide on-going coaching and job development
- Assist with paperwork (WOTC tax credit programs)
- Conflict Management if needed
- Diversity/Inclusion staff training provided free to our employers via The State of Oregon

# Working with Full Life is a great partnership.

We believe in “people with potential” and that “everyone can bloom”

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