

PersonnelPlus Employment Services



A Service of the Athens County Board of Developmental Disabilities

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WORDS OF WISDOM:

“The first step to getting somewhere is deciding you are not going to stay where you are.”

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Celebrating 22 Hires in 2016!!!

On December 22, 2016, PersonnelPlus finished out a year of supporting, training and assisting **twenty-two** of the job seekers in gaining employment in a variety of businesses in Athens County.

PersonnelPlus provided **fifty-seven** assessments throughout the year in order to measure the skills and abilities of the people we serve.

Thirty-five different job seekers had the opportunity to participate in job tryouts in order to determine if their abilities and skills matched with the employment opportunities they were presented with.

As a result of the professional person centered employment

services that PersonnelPlus staff provided throughout 2016, **twenty-two** of the people who were referred for employment services successfully gained employment in 2016.

For **seventeen** of those **twenty-two** people this was the first time they have ever had a job.

By December of 2016, **twenty** of those **twenty-two** people hired at businesses and employers throughout the community of Athens were still employed.

One-half of those placed in jobs were between the ages of **twenty and twenty-nine**.

A few of the types of jobs that

PersonnelPlus assisted those we serve in obtaining include assembly work, food service, restaurant, janitorial, office, retail and grocery.

Congratulations to all the workers who are currently employed within the Athens area. PersonnelPlus will continue to train and support those we serve throughout their employment journey

PersonnelPlus' goal for hires in 2017 is thirty six! We look forward to continuing to provide professional employment services and filling the staffing needs of business throughout the Athens area.

2015 vs. 2016

In 2015, five individuals who received services through PersonnelPlus were placed in jobs.

In 2016, twenty two people receiving PersonnelPlus Employment Services were successfully placed in jobs.

PersonnelPlus is looking forward to continuing to increase in job placements and overall services in 2017.



New hire **Shawn Patterson-Bellar** hard at work at Nelson Dining Hall.



PersonnelPlus is an equal opportunity employer/provider of services.

PersonnelPlus-In Demand! Job Development Update



2016 ended on a great note for PersonnelPlus with several new jobs! Ohio University Dining Services hired three people in December who started the beginning of winter semester. The managers at West Green Market District Dining Hall and Nelson Dining Hall really value our partnership. "Reliable, well trained, dedicated", these are just a few of the words that have been used to describe some of

the people that PersonnelPlus has assisted at Ohio University Dining Services. Due to this successful partnership they have also approached us for more of their staffing needs. This partnership is stronger than ever and we are excited about the future. PersonnelPlus continues to establish new partnerships with area businesses and also become acquainted with old friends and partnerships.

Our relationships continue to grow within the community and the possibilities are endless!



Jona Moberg
Job Developer

Re-Establishing a Partnership

After the Gala in October PersonnelPlus was contacted by the owner of Donatos Pizza, Beau Goodrich. A few years ago Donatos had partnered with PersonnelPlus and after the Gala the owner became interested in reestablishing that partnership.

PersonnelPlus reached out to Beau in order to determine what we could do to help Donatos with their employment needs. The restaurant was looking to hire new employees to cover multiple areas of the kitchen. It so happened that PersonnelPlus had a job seeker who was qualified and was looking for employment in the restaurant field.

An interview meeting was set at the beginning of December with Beau to meet the job seeker and talk more in detail about PersonnelPlus working with Donatos to

help determine if the job seeker was a potential candidate for the job. Beau asked if it would be possible for him to try out a couple of the shifts for one week to see if



this was a good employment opportunity for him.

The try out happened the week of December 12th. After the try out, PersonnelPlus met with Beau to review the job seeker's tryout. Beau stated that he did well and

that they would like to hire him. On December 19th the job seeker was hired and completed his new employee paperwork.

January 19th marked one month of successful employment for this young man. Donatos has asked for minimal job retention services. A job trainer regularly checks in with the employee and Donatos to ensure that employment is successfully maintained and that the business needs are met. We look forward to this renewed partnership and hope that it results in many new success stories for the people we

serve.



Angela Carter
Job Developer

2016 Job Placement Sites

- | | |
|--------------------------------------|--|
| 1. Shawna Stump State Farm Insurance | 12. The Athens Messenger |
| 2. Larry's Dawg House | 13. Wal-Mart |
| 3. ATCO/Passion Works | 14. Wal-Mart |
| 4. Kroger of Athens | 15. Ohio University Nelson Dining Hall |
| 5. Little Caesar's Pizza | 16. Rocky Boot Grill |
| 6. Brenen's Coffee and Café | 17. Rocky Boot Grill |
| 7. Monticello Apartments | 18. Quidel |
| 8. Taco Bell | 19. West Green Market District |
| 9. Taco Bell | 20. West Green Market District |
| 10. Taco Bell | 21. Ohio University Nelson Dining Hall |
| 11. Beacon School | 22. Donato's Pizza |

Job Training Updates

On The Job Training- PersonnelPlus provided training during job tryouts for three job seekers. All three tryouts were at Ohio University in the dish room. Two were at Nelson Dining Hall and the other was at Boyd Dining Hall. They were responsible for various tasks from dishes to cleaning tables, sweeping, and stocking. We are happy to say all three people were offered and accepted these positions. Their first official day was January 9, 2017. We appreciate the support and partnership with Ohio University.

Job Coaching- PersonnelPlus assisted two individuals who are newly employed to learn their jobs at an OU dining hall and at Wal Mart in the bakery Department.

Intakes- Five intakes were done for new job seekers who will begin services in January. We did

one Community Based Assessments, the assessment was done at Rural Action, office/clerical and data entry were done.

Work Adjustment- Work Adjustment was done with one person at Donato's in Athens. At Donato's he was able to do various tasks including food prep, cleaning, and dishes.

Personal Adjustment- PersonnelPlus did one Personal Adjustment educating the individual on what is and is not appropriate work place behavior.

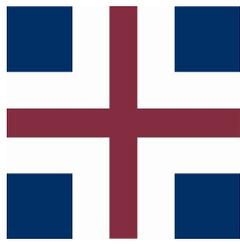
Career Exploration- Trainer's provided career exploration services to 3 High School students. This gives them an opportunity to explore fields of interest and allowing them to ask questions and sometimes try the job for a minute or two. Sites for career exploration included Blue Eagle Music, a car dealership, retail

stores, and auto parts stores.

Employee Development- Employee development was done with multiple job seekers. Applications were submitted at Ohio University, Lowes, various retail stores and fast food restaurants. A job trainer met with each of these people weekly to assist them in their job search. The trainer's helped individuals fill out applications both on line and in the community. They conducted mock interviews and researched possible job opportunities.



Heather Clemons
Job Training Coordinator



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PersonnelPlus Advocacy and Advisory Council



The PersonnelPlus Advocacy and Advisory is a group of 8 individuals who are or have received employment services from PersonnelPlus. They work together to give input on PersonnelPlus services as well as educate the community on the abilities of individuals with disabilities in the work place. Two ACBDD staff members support this group, Cale Hagen and Julie Jones. The highlight of the month was the PersonnelPlus Advocacy and Advisory Council's holiday dinner and gift exchange at the Olde Dutch Restaurant in Logan.

In partnership with:



Julie Jones to Become First Work Incentive Practitioner for the Athens County Board of DD



Julie Jones, Employment Support Coordinator, was accepted by Employment First in Columbus to take a "Benefits" class online. Julie completed the work incentive practitioner online class. The week-long test was part one of the two part process to become a credentialed Work Incentive Practitioner through Cornell Uni-

versity's Employment and Disability Institute. The second part to becoming credentialed is a comprehensive "live" file benefits case study that has to be completed and submitted within 6 months. Upon passing the case study Julie will receive her credentials as a Work Incentive Practitioner which will equip her to provide Benefits and Work Incentives Planning. The main functions of a WIP include;

- ⇒ Outreach
- ⇒ Information & referral
- ⇒ Data collection & profiling
- ⇒ Benefits and work incentives analysis

- ⇒ Scenario advisement and counsel
- ⇒ Support planning
- ⇒ Benefits assistance

Julie Jones will also be completing Follow Along Services for the businesses and individuals PersonnelPlus works with. Each month Julie will visit businesses and working individuals to assure the business and the individual are happy with their employment and to see if there are any areas that PersonnelPlus can assist with.

Thank you Julie for all your hard work and dedication to PersonnelPlus and the people we serve!