

ADVP

The Adult Developmental Vocational Program (ADVP) continued to strive. With the combined efforts of the ADVP/ Production Supervisors and ADVP Coordinator, employees improved their skills in vocation, self-help, communication, socialization and academics. Improvements in these areas enables more independence in living and working in the community.

Highlights

- ◇ 42% of employees increased productivity for an overall increase of 2.64%.
- ◇ 100% of employees report satisfaction with services they receive at Person Industries.
- ◇ 74% of people receiving ADVP services participated in community inclusion

Vocational Evaluation & Work Adjustment

Training

Four different programs fall under the umbrella of Vocational Evaluation and Work Adjustment. The primary program involves evaluating and training individuals referred by Vocational Rehabilitation. In addition, we provide training and placement for people in the Work First Program through DSS, for individuals receiving services through private rehabilitation companies and for individuals who self-refer and pay out of pocket. Person Industries is an Employment Network for the SSA Ticket-to-Work Program and works with Ticket Holders on goals towards employment.

Highlights

- ◇ Served 43 Vocational Rehabilitation participants in vocational evaluation, training and job coaching
- ◇ Placed 30 Vocational Rehabilitation participants in jobs ranging from truck driver to industrial housekeeper
- ◇ Assisted 2 work first participants in finding employment
- ◇ 4 Ticket-to-Work participants assigned. 2 are working.
- ◇ Provided feedback to counselors, doctors and clients regarding the appropriateness of work restrictions for 3 private rehabilitation clients.

CAP/CBS



ADVP & CAP/CBS employees perform confidential shredding contracts for area businesses.

Medicaid programs provide assessments, pre-vocational and skills training. The goal is to increase work skills by preparing for employment, and minimize limitations. Consumers are given opportunities to participate in ongoing contract work while they receive praise, feedback and reinforcements from staff. Each consumer receives commensurate wages for all work performed.

Highlights

- ◇ All consumers participated in recurring community jobs
- ◇ 9 out of 12 employees increased earnings
- ◇ Shredding contracts performed by this unit increased
- ◇ 1 Medicaid consumer was placed in the community

Supported Employment

Supported Employment (SE) is a vocation program designed to find employment for people with disabilities. Once employment is secured, a job coach works on the job with the person until the employee is independent and proficient in the position. When the coach is no longer needed on a daily basis, he continues to provide support to both the employee and employer as needed but at least twice per month.

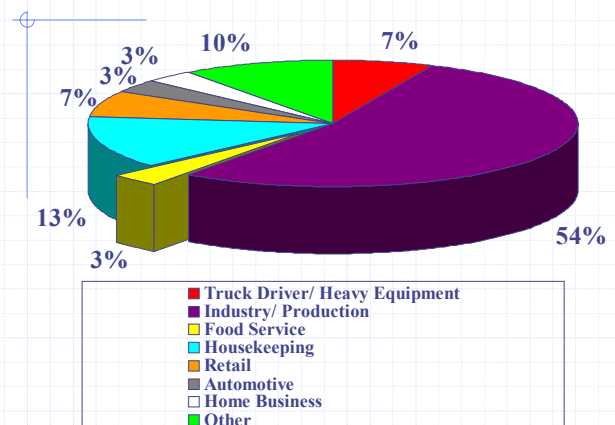
Highlights

- ◇ Employees maintained an 88% job retention rate
- ◇ Participants placed in diverse jobs—production (38%), janitorial (37%), clerical (27%) and food service (12%)
- ◇ Bee-Line Designs employed 4 people with disabilities
- ◇ 67% of people were started within 30 days of referral
- ◇ 100% satisfaction from program participants



SE Employees proudly display certificates for another year of successful employment in the community.

VR Community Employment Placements 2004-2005



Programs of Service

Anniversaries lead to reflections, which lead to the questions of how and why. When reflecting on PI's 20 years of serving the citizens of Person County, the question became "How were such services possible?" The answer to that question, in turn, lead to the PI Production Department.

When individuals are admitted to PI for services, program managers, intent on finding suitable employment for the new program participant, place the person in a production work area. While in the area, staff observe, not just work skills, but also social interactions, cognitive skills and character traits. Armed with this information, they are able to seek the most fitting employment options or address any behaviors that may be barriers to employment. Information obtained during work may also be used to develop needed leisure activities for program participants.



While the employee works and earns income, staff are able to assess the employee for work skills and job readiness.

It is noted that none of these assessments or evaluations could be made without the work provided by the PI Production Department. During Fiscal Year 2004-2005, this department, while providing such employment and assessment opportunities, also grossed \$1,396,788.13 in sales from contracts with area businesses. This re-

Bee-Line Finds a New Home

After three years of operations from the Main Street location, the PI Supported Employment Program and the embroidery storefront business, Bee-Line Designs, merged into the PI Main location. The move, designed to make the program more cost effective, was completed in mid May 2005.

In order to accommodate the store, embroidery and screen-printing equipment, PI underwent a major office renovation project. With the help of the Person High School Carpentry Class, five new offices were built. Other areas within PI were also re-designed for the screen-printing and embroidery areas.



The Person High School Carpentry Class at work building office space

Production Department — All Roads Lead to Production

cord breaking figure is exclusive of revenue for work performed through community contracts, such as shredding and housekeeping.

Over the past 20 years, the Production Department has factored greatly into PI's mission to empower and assist people to reach their personal/vocational goals, since work is the means by which many goals are met. The department has been a stable source of employment for many residents of Person County with and without disabilities. In 1989, PI began to build a crew of employees without disabilities to assist with work overflow, while simultaneously providing valuable integration for employees with disabilities. During Fiscal Year 2004-2005, a sub-group of retirees developed from within this group. The retirees are individuals who have retired from area businesses and have been hired to performed specialty jobs. The retirees work on a part-time and as needed basis and because of their work experience, serve as models of good work habits. Their assistance has allowed the Production Department to complete urgent work orders for one-of-a-kind tasks.

The one stable throughout all of PI's 20 years has been the employees receiving services. This group is comprised of some who have spent their entire work history at PI while others have come during the school day as participants in the School Transition Program. Still others have worked in the community but may have temporarily rejoined the production department for needed work adjustment training. Some have returned due to lay-offs or economic down-sizing as they continue to search for community employment. Whatever the case, they make for a diligent, reliable and eager source of labor.

The efforts of both groups of employees have allowed the Production Department to be a tool for service, and personal growth and income. So, irrespective of the different roads that bring a person to PI, they all lead to the Production Department.



Production Procurement Specialists seek contracts that provide production opportunities to persons from all programs of service.