

Greene County Employment Services



“As an employer, I’ve been very pleased with the results produced by partnering with DCO’s Employment Services. We currently employ 3 full time workers placed by DCO. They are consistently good workers with excellent work ethics, punctuality and attendance.”

Cintas, The Uniform People

DCO Employment Services is nationally accredited by CARF and has been helping people **find and maintain successful employment** since 1988. Any individual who is over 16 and meets the criteria for disabilities is eligible. Applicants are referred from Vocational Rehabilitation. The goal of the program is to enhance the lives of people with developmental disabilities by providing opportunities to **access community employment**.

Program Objectives

- Find jobs that match participants’ interests and abilities with employers’ needs.
- Provide high quality on the job training for as long as needed.
- Offer long-term monitoring and assistance at any time to either the employee or the employer.

Jana Browning

Greene County Adult Services Coordinator
jbrowning@DCOonline.com, (417) 829-0851

www.DCOonline.com

Enabling Individuals to Become Part of Their Own Community

Employment Assessment determines interests, abilities and needs of the participant. An Employment Specialist (ES) works closely with them to learn about their current skills, employment needs & job preferences while at various job sites in the community.

Employment Matching matches the participant's strengths and skills with a position in the community. We also assist the person to schedule and prepare for interviews. If the job is offered and accepted, we assist in completing paperwork and pre-employment requirements.

There are two types of job placement and coaching through Supported Employment.

Individual Model - The ES works with the person 100% of the time at first, but as the job is learned, the specialist reduces training time. As the participant becomes increasingly independent the ES "fades" coaching until monthly follow along status is achieved.

Group Model - The ES trains and supervises a small group of workers on the job and assists them in getting work done. The ES is always with the group to provide continuous supervision and training.

Employment Training begins when the participant starts a new job. An ES will break down the steps of the job prior to employment and then work side-by-side as the participant is trained on the job to meet the employers' standards.

Employment Follow-Along begins as the employee becomes independent and no longer needs the daily assistance of an ES. The work site is visited at least twice monthly to ensure that both employee & employer are satisfied. The ES may return at any time to the work site to provide retraining based on the needs/requests of the employee or employer. Follow Along is provided for as long as the employee has the job or until he or she decides they do not need our assistance.

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1545 B East Pythian
Springfield, MO 65802
(417) 829-0851 Fax (417) 831-0901
Relay Missouri 1-800-735-2966

Sherry Hailey, Director of Programming
shailey@DCOonline.com
(417) 829-0898