

Overview

It's no secret that one of the keys to providing quality employment services and achieving better outcomes is having competent staff. The current system, with its significant investment of time, energy and dollars is not

effectively matched to real world organizational structure or daily operations. As such, there is a lack of quality management and leadership development in the field, resulting in disappointing outcomes, dissatisfied stakeholders, frustrated funding sources and demoralized staff. The *APSE Professional Development Program for Emerging Leaders in Employment Services* exemplifies a paradigm shift by seeking to direct resources into a network of Emerging Leaders who have the capacity to change service delivery culture by growing staff and focusing on improved employment outcomes.



Why



THE TURNOVER RATE FOR DIRECT SUPPORT WORKERS IS 44%*

*Source: Report to the President 2017: America's Direct Support Workforce Crisis; National Core Indicators 2017 Staff Stability Survey Report

We are facing a work force crisis, with high turnover in the field. There is a lack of quality management and leadership development. We need to build viable

career pathways and capacity to support career professionals resulting in greater stability and continuity through higher retention rates.

What

This is an innovative and immersive leadership development program aimed at creating career pathways and succession planning for provider organizations. The program's focus is to train, coach and mentor the correct individuals and managers to enable direct service staff to provide high quality services. The two critical groups that we focus on are:



Mid-level Managers (Emerging Leaders)

Investment to develop skills necessary to cultivate new leaders



Frontline Staff (Rising Stars)

Investment to develop skills for career advancement

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FOR MORE INFORMATION, PLEASE CONTACT:

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Who

Mid-level managers are key members of an organization. They not only provide stability and continuity through higher retention rates, they are in the unique position to affect all outcomes. Each “Emerging Leader” will identify a group of “Rising Stars”. Our program will enroll the following:

 10

**10 “Emerging Leaders”
(Mid-level Managers)**

for 80 hours of training & coaching/
mentorship over a 12-month period

 50-100

**50-100 “Rising Stars”
(Frontline Staff)**

for 40 hours
of training & mentorship over a
12-month period

How



The 12-month program includes (but not limited to) the following multi-modes of training:

- **In-person** training
- **Online** training
- **Supported mentorship** component pairing mid-level managers and frontline staff (with coaching supports provided by mid-level managers)
- **Central Conference** participation
- **Ongoing Community of Practice** (across participating states/providers)



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