How to Support Your Frontline Workforce



Understand the unique needs and motivations of frontline workers to guide the most impactful interventions



Custom fit services and support systems to meet the needs of in-person work, including flexibility, pay, and related benefits



Create a culture of appreciation, advancement, and communication, endorsed and led by managers



Facilitate upward mobility by implementing clear career paths and training opportunities

Jagdish N. Sheth, Varsha Jain, Emmanuel Mogaji, Anupama Ambika

Opportunities for Excellence Tecla Jaskulski, William Ebenstein, 1996-06-01 This report strongly supports efforts throughout the U S to improve the lives dignity and status of people with mental retardation MR An important component of improving the lives of citizens with MR is recognizing the critical role played by direct support workers in delivering quality support and care to individuals and families who seek their assistance This report describes many promising state training initiatives that create career pathways for direct support staff and that also enhance their public image The intention is to increase access to competency based training higher educ and career mentoring Staff Recruitment and Retention Sheryl Ann Larson, K. Charlie Lakin, Robert H. Bruininks, David L. Braddock, American Association on Mental Retardation, 1998 A monograph that presents studies on recruitment and retention of direct support professionals including strategies to reduce turnover of newly hired staff Embarking on a New Century Robert L. Schalock, Pamela C. Baker, M. Doreen Croser, 2002 Captures the challenging and controversial era between 1975 2000 that led the field of intellectual disability into an age of community acceptance and inclusion This title includes chapters that focus themes such as public policy and health care

A Longitudinal Study of Turnover Among Newly Hired Residential Direct Support Workers in Small Community Homes Serving People with Developmental Disabilities Sheryl Ann Larson, 1997 Making Life Work Jack Levinson, Group homes emerged in the United States in the 1970s as a solution to the failure of the large institutions that for more than a century segregated and abused people with intellectual and developmental disabilities Yet community services have not for the most part delivered on the promises of rights self determination and integration made more than thirty years ago and critics predominantly portray group homes simply as settings of social control Making Life Workis a clear eyed ethnography of a New York City group home based on more than a year of field research Jack Levinson shows how the group home needs the knowledgeable and voluntary participation of residents and counselors alike The group home is an actual workplace for counselors but for residents group home work involves working on themselves to become more autonomous Levinson reveals that rather than being seen as the antithesis of freedom the group home must be understood as representing the fundamental dilemmas between authority and the individual in contemporary liberal societies No longer inmates but citizens these people who are presumed rightly or wrongly to lack the capacity for freedom actually govern themselves Levinson a former group home counselor demonstrates that the group home depends on the very capacities for independence and individuality it cultivates in the residents At the same time he addresses the complex relationship between services and social control in the history of intellectual and developmental disabilities interrogating broader social service policies and the role of clinical practice in the community **Identification of Competencies and Effective Training Practices for Direct** Support Staff Working in Community Residential Services for People with Developmental Disabilities Amy Sue Hewitt, 1998 Staff Recruitment, Retention, & Training Strategies for Community Human Services Organizations Sheryl

Ann Larson, Amy S. Hewitt, 2005 This book provides practical strategies for managers and supervisors of human services agencies to use in assessing and successfully addressing workforce challenges Each strategy is described with detailed instructions about how to assess the strategy develop an intervention plan and evaluate its effectiveness Chapters also discuss how and why each strategy should be used The book includes worksheets forms flow charts and examples of how successful agencies have used these strategies Quality Enhancement in Developmental Disabilities Valerie J. Bradley, Madeleine H. Kimmich, 2003 As person centered services and supports become more prevalent people with disabilities are enjoying more choices and opportunities making it challenging to ensure the quality of every service offered This timely book helps meet that challenge Diverse contributors including researchers care providers policy makers self advocates and family members combine their expertise to help readers understand the changed expectations of people with disabilities and their families and the resulting challenges to quality enhancement clarify the roles of Medicaid and the Centers for Medicare and Medicaid Services address health and safety issues including investigation of abuse neglect and death design databases that track outcomes and target areas for service improvement translate quality information into reliable quality enhancement approaches manage staffing challenges like recruitment retention and professional development consider future recommendations and policy directions Building on Bradley Bersani's Quality Assurance for Individuals with Developmental Disabilities this important resource clarifies the shift toward self determination and individually tailored supports and shows professionals in the human services field how to enhance service quality in this District of Columbia Appropriations for 1999 United States. Congress. House. Committee on rapidly changing world Appropriations. Subcommittee on District of Columbia Appropriations, 1999 District of Columbia Appropriations United States. Congress. House. Committee on Appropriations, 1999 Mental Retardation ,1999 **Project Execution** Chitram Lutchman, 2016-04-19 Written by Chitram Lutchman a project management professional with more than 20 years of field and business experience Project Execution A Practical Approach to Industrial and Commercial Project Management gives you a more optimistic view of this exciting and challenging area The book focuses on the essential requirements for successful executi Customer Centric Support Services in the Digital Age Jagdish N. Sheth, Varsha Jain, Emmanuel Mogaji, Anupama Ambika, 2023-12-30 This book explores how customer service can become the singular competitive differentiator for organizations in the digital era Given the pace of digitization and the rise in customer expectations post pandemic organizations must focus on customer centricity in all functions in the digital age providing factors enablers and processes for customer service and sharing best practices based on research from global experts The book is a valuable resource for students and researchers keen on understanding the new digital landscape in customer service to develop maintain and enhance customer relationships Aging, Rights, and Quality of Life Stanley S. Herr, Germain Weber, 1999 The Oxford Handbook of Power, Politics, and Social Work Rajendra Baikady, Jaroslaw Przeperski, Sajid S.M., M. Rezaul

Islam, 2024 This Handbook examines the impetus for the development growth and relevance of social work as a profession in different political social and cultural contexts Contributions align with overarching contemporary themes such as changing governance structures around the world digitalization and globalization and decolonization. The book is also in line with the advancement of global agendas for social work and social development led by the IASSW ICSW IFSW This contemporary text engages comprehensively with diverse political systems across the world and explores the interactions with and implications for social work policy practice and education in these countries and globally **Guidelines for Process Safety During the** Transient Operating Mode CCPS (Center for Chemical Process Safety), 2021-01-28 Prevent operational incidents and reduce risks with an essential CCPS guide You can help your company reduce its operating risks by learning how to effectively manage transient operations and avoid major incidents Startups and shutdowns known as transient operations can be high risk periods for manufacturing facilities Guidelines for Process Safety During Transient Operations offers useful guidance in preparing for the safe startup and shutdown of chemical processes With an understanding of the risks involved you can work proactively to prevent fatalities serious injuries reduced productivity and costly damage This essential guide for plants provides clear examples of how to anticipate and avoid major issues The book examines safe shutdown procedures in the event of an emergency You will also gain direction on how to resume operations safely after an unexpected shutdown The book supports anyone tasked with regulating and overseeing chemical plants and procedures whether you are an engineer manager or government professional Minimize operating risks through the effective management of transient operations Establish safe start up and shutdown procedures for chemical processes Be ready to safely shut down processes in the event of an emergency Learn from real world examples of start up or shutdown incidents Review procedures and engineering controls that help prevent or reduce the effects of incidents involving transient operations Guidelines for Process Safety comes to you from The Center for Chemical Process Safety CCPS which offers advanced thinking in the critical area of process safety The organization develops technology and management practices for companies seeking to reduce hazards within the chemical and petrochemical industries Social Work Doctoral Education Paul A. Kurzman, 2017-10-02 The rapid expansion of doctoral education in social work is changing academia and expanding the expectations of education for professional practice This volume focuses on the early development gradual evolution and present status of social work doctoral education Relevant for social work students and educators globally it represents an authoritative statement authored by widely recognized educators who are on the cutting edge of doctoral education Documenting the current state of the art this comprehensive book demonstrates the rapidly growing importance of doctoral level education in the social work profession The authors look closely at current trends and address the emerging pedagogical issues that will likely frame the future This book was originally published as a special issue of the Journal of Teaching in Social Work The Protection of Children in England Great Britain. Department for Children, Schools and Families, 2009 On 12 March 2009 Lord Laming

published the findings of his inquiry into progress in improving child protection practice in England The Protection of Children in England A Progress Report This action plan sets out the British Government's response to Lord Laming's recommendations describing how and when each recommendation will be addressed The Win-Win Workplace Angela Jackson, 2025-03-11 An instant New York Times bestseller Do you want the key to driving equity and skyrocketing profits It s simple hand over control to your workers Discover 9 strategies to create better healthier workplaces grounded in evidence based research This revolutionary guide aims to revolutionize the workplace for justice equity and profitability by handing the reins over to the real drivers of success the workers Based on research from over 1 200 companies including WalMart Google and JPMorgan Chase this book follows real world cases from companies where employees evolved from silent contributors to masterminds steering corporate strategies These cases are the vanguard of a vibrant era in which workers will be the architects of their destinies shaping not just their own careers but the entire trajectories of their organizations Her work has quantified the financial impact investing in people can have on an organization the first reliable calculation in the literature of talent retention From this research 9 key strategies emerged Centering employee voices Mutualistic working relationships Intersectional inclusion strategies Reimaging employee benefits Frontline leader driven strategies Hire STARS Develop deep talent benches Human capital reporting as a competitive strategy Distributed leadership This book goes deeper to show how these strategies are working in the real world today When workers have stakes everyone scores businesses surge and teams ride a high they we never felt before This is a win win proposition both management and labor win when you A Guide to the NHS Tony White, 2016-07-06 To maximise the effectiveness of their work NHS employees put people first need a clear understanding of the structures and systems of the organisation in which they work However this information can be widely spread hard to access and difficult to gain a working overview of and the pace of changes and initiatives can seem almost dizzying This book draws together a clear picture of the modern NHS from funding and governance to reports inquiries and overarching legislation The book is clear and easy to understand and crucially includes full references to provide a one stop point of access to the most detailed and up to date information available This book is essential reading for workers in the NHS at all levels including managers administrators and clinical professionals It is vital reading for managers and staff at commercial companies working with the NHS It will also be of interest to campaigners patient interest groups researchers and journalists with an interest in the NHS Specialty registrars and consultants can also find the information from the book and much more in The Doctor's Handbook Parts 1 2 by the same author Rather than long narrative histories or complex explanations the author signposts readers to sources of further information making this book the quick guide so many of us need from the Foreword by Sir Ian Carruthers

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