

Developmental Services Worker

The purpose of the position is to work as part of a team to provide quality ongoing support for adults with developmental and physical disabilities in maximizing their potential in a safe, nurturing environment. The responsibilities and tasks include:

- Work alongside LUSO staff in implementing various activities
- Work with program participants individually and in small groups while encouraging decision making and independence
- Assist program participants during activities whether it be with verbal cues, hand over hand assistance, encouragement or any way that helps the program participant fully participate in the activity
- Develop activities that can be implemented with program participants such as educational based, sensory or life skills activities
- Adhere to all LUSO policies and procedures
- Be proactive in ensuring the safety of oneself and program participants
- Report any incidents, injuries or seizure related occurrences to Supervisor or Manager
- Assist with daily maintenance activities

Supervision: All responsibilities and activities performed by the student will be under the direct supervision of the General Manager. In addition, Personal Support Workers assigned to program participants will be available at all times for assistance or guidance. Ongoing informal feedback will be provided on a regular basis along with weekly meetings to review performance to date in relation to role responsibilities.

Mentoring: At the commencement of the role and prior to any program participant interaction, a review of the following will take place: 1. Orientation binder including health and safety procedures, evacuation procedure, family emergency contact and privacy procedures. 2. Review of Human Resources Manual. After review of noted materials, a weekly work plan will be developed between the student and the General Manager.

Initial placement weeks: Observation of General Manager and Personal Support Workers will take place after which the student will be given the opportunity to demonstrate their learnings through direct interaction with program participants and execute the established work plan with coaching and feedback. LUSO has modern tools and resources available for behaviour modification and management. For example, a Snoezelen Room and portable Snoezelen cart. Students will have the opportunity to use these resources in a practical setting while receiving feedback and coaching regularly.