

## Vocational Skills, Meaningful Work, New Friends, Community Connection

**FOUNDED IN 1970**, ETS believes that each individual has the fundamental right to work. Meaningful work provides the foundation for self-purpose, well being, and a connection to the community as a whole. It helps our members make their own choices, increase their skills, and pursue individual goals. Work also allows them to become active, productive citizens in their communities.

**Serving the Greater  
Springfield Area.**

Vocational Skills  
Meaningful Work  
New Friends  
Community Connection

### **ETS CAREER SERVICES**

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The logo for ETS Career Services is a teal oval with the text "ETS CAREER SERVICES" in white, bold, sans-serif font. It is centered over a background of overlapping, semi-transparent rectangular blocks in shades of blue, yellow, and orange.

**ETS  
CAREER SERVICES**

Providing individuals who are disadvantaged or have developmental or other disabilities with opportunities to increase their vocational skills, find meaningful work, socialize, and contribute to the community

A service of HRU





## A Unique Experience, A Reputation For Success.

For close to three decades, ETS Career Services (ETS) has created employment opportunities for people with disabilities and supported them while they are on the job. Through its own production facility as well as job opportunities at various employers, ETS ensures the success of its program members by providing them with the support they need to prepare for employment and adjust to the challenges of the job. Peer support and assistance with day-to-day life issues is also an important part of the ETS approach. On the job and off the job, ETS helps members increase their skills, social activities, and contributions to their community.



## Experienced Staff, Increased Personal Growth.

According to a recent review by the DMR's Office of Quality Management, "Another major strength of the agency can be found in its staff, whose commitment to the individual remained a crucial positive factor in their lives." ETS staff embrace the uniqueness and diversity of each member and develop support services that are individually appropriate. Program activities are designed to foster trusting relationships and members are encouraged to take risks and push themselves to achieve greater independence while balancing safety and growth. ETS believes that personal growth is critical to on the job achievement.



## Skill Improvement, Job Placement.

All new members go through a comprehensive, 30 day evaluation designed to assess vocational skills, needs, potential, and preferences. ETS Vocational Staff then prepare a detailed plan that outlines the immediate goals for the member as well as their desired career objectives. ETS also provides all members with opportunities to work at the ETS production facility where piecework and packaging services are provided for area companies.

Although building work skills is the primary focus, ETS staff also work with members to improve behavioral, attendance, social, and motivational abilities. As skills and abilities progress, ETS staff can move the member to higher complexity work in a more independent environment. Services are individualized based on need and capabilities.

ETS provides opportunities for teamwork through group placements at local companies. Supported by ETS staff, member teams often provide critical support to area employers during peak seasons and for special projects. Members also benefit from the opportunity to interact with company employees as well as to work under the specific rules for that organization.



## A Skilled Workforce, Valued By Employers.

ETS partners with many of the area's most successful organizations including American International College, Big Y, Harvey Industries, Solutia, and The Republican. ETS members want to work and employers realize that value. ETS staff help members succeed by providing additional vocational training and off the job support if the need arises. Many members are transported to the worksite by ETS, which provides employers with additional reliability.

Examples of jobs currently being performed by members are: Administrative Assistant, Baker, Groundskeeper, Retail Associate, and Stock Clerk. Members can work individually and in supervised teams for group placements at employer sites. ETS also maintains its own up-to-date facility for piecework and packaging contract work. These multifaceted relationships with employers provide ETS members with the opportunity to work in a variety of settings, depending on the individual's needs and skills.