



## Division of Vocational Rehabilitation

### *Addressing Employee Concerns*

### Action Plan Progress Report

February 28, 2007

#### **FOCUS AREAS:**

- Employee Recognition
- Teamwork

#### **So far, we've:**

- Recognized an employee in each unit for outstanding performance at Area training sessions and from these nominations, selected and recognized an employee of the year.
- Established an Intranet newsletter that serves as medium to recognize employee accomplishments.
- Implemented WorkStrides, a vocational planning program that affords DVR employees the opportunity to offer workshops using a team approach.
- Reorganized Field Services into three areas to support more teaming within regional areas.
- Supported individualized recognition by supervisors, including plaques, certificates, office events, and sharing success stories.
- Nominated employees for DSHS recognition and participated in awards ceremonies.

#### **Future actions:**

- Establish new formal and informal employee recognition approaches.
- Integrate an employee award component at annual in-service training event.
- Create new opportunities for joint meetings, trainings, and teaming opportunities within newly configured geographic areas.
- Invite key rehabilitation partners to quarterly partnership meetings in local field offices to broaden concept of teaming.