



Volunteer Program Description

The Volunteer Program assists individuals in increasing their self-sufficiency by developing the skills through engagement in meaningful community experiences and interactions.

The Volunteer Program provides adults with intellectual or developmental disabilities with the opportunity to develop, enhance, and exhibit adaptive skills in a community setting of their choice.

The opportunities for adaptive-skill development can include:

- Grooming
 - Appropriate attire based on location and weather conditions
 - Maintaining clean and neat hair
 - Maintain a pleasant body odor by applying deodorant
 - Keep proper length and smooth nails
- Adaptability
 - Staying calm in unexpected situations
 - Taking on different roles and responsibilities when needed
 - Asking questions in unclear situations
 - Paying attention to verbal and non-verbal cues
- Independence
 - Ability to work self-sufficiently on tasks
 - Self-motivation
 - Resourcefulness
 - Dependability
- Personal safety
 - Understanding physical and emotional safety
 - Taking care to avoid danger, risk or harm
 - Being cautious and careful
 - Handling emergencies appropriately

The opportunities for soft-skill development can include:

- Strong work ethic
 - Integrity, responsibility, self-discipline, commitment
- Positive attitude
 - Optimism, working well under pressure
- Good communication skills
 - Clarity, respect, non-verbal, verbal, confidence
- Time-management
 - Goal setting, prioritization, self-starter, focus, stress-management

- Problem-solving skills
 - Persistence, brainstorming, initiative, analysis
- Team player
 - Conflict management, active listening, collaboration, cooperation, idea exchange
- Self-confidence and Advocacy
 - Sense of belonging
- Ability to accept and learn from criticism/feedback
 - Listens to and appropriately responds to positive reinforcement and constructive feedback
- Attention to detail
 - Critical observation, organization, memory recall, introspection
- Interpersonal Skills
 - Empathy, humor, mentoring, sensitivity, patience, tolerance, diplomacy
- Creativity
 - Inspiration, reframing, divergent thinking, experimenting

This program is offered in the community setting of choice, which allows the individual in the program to gain and enhance skills alongside people without disabilities. Supervision and support are provided to individuals in the program to ensure the skills align with their Person-Centered Plan; documenting development, performance, and satisfaction for the days in attendance.