

Mission Statement of  
Opportunity Development Centers, Inc.

## Vision

Enrich the lives of people with disabilities or other barriers to employment by developing meaningful work opportunities.

## Mission

Offer a variety of employment options in our facilities and in the community by operating a viable business.

## Values

**Work:** Work enhances the quality of our lives.

**Achievement:** Given the opportunity and support, people with a desire to work can succeed

**People:** Each person is valuable and has unique abilities and ideas to contribute to the work place and community.

**Innovation:** Success is limitless with creativity and an open mind.



ODC is **accredited by CARF** in Community Employment Job Development, Job Supports, and Job-Site Training; Employment Planning Services; Employee Development Services; and Organizational Employment Services.

**ODC Credentials and Expertise**—ODC's professional staff are required to have the education, degrees, experience, and training necessary to provide the highest standards of vocational services.

**Professional Ethics** —It is the policy of ODC to promote and expect professional, ethical behavior of all staff members. It is the expectation of ODC that the conduct of its staff be professional at all times and that staff avoid actions or activities that would be detrimental to ODC or the people it serves.

*For further information contact:*

### Wisconsin Rapids Opportunity Development Centers, Inc.

1191 Huntington Avenue  
Wisconsin Rapids, WI 54494  
Phone: 715 424-2712  
Fax: 715-421-1885

### Marshfield Opportunity Development Centers, Inc.

2406 East 21st Street  
Marshfield, WI 54449  
Phone: 715 387-1161  
Fax: 715-389-1443

on the web @ [www.odcinc.com](http://www.odcinc.com)

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[www.odcinc.com](http://www.odcinc.com)

# WORK Services



Opening Doors  
to employment  
since 1965

# Work Services

offering meaningful work opportunities



## ENTRANCE CRITERIA

- Be of working age
- Exhibit voluntary participation
- Have a verified disability or other barrier to employment
- Be emotionally able to participate (not harmful to self or others)
- Be able to make transportation arrangements
- Meets or makes arrangements for self-care needs
- Have 3rd party sponsorship
- Have necessary referral and background information including, but not limited to, documentation of primary disability or employment barrier
- It is reasonable to believe that services provided or recommended will be beneficial to the individual
- Willing and able to follow established work rules, policies, and procedures e.g. drug free work place, etc.

An in-depth intake screening will be completed prior to entering the program to assist with creating appropriate goals for the individual. Team members will include the individual, care givers, case managers, and any other individuals who the participant and/or guardians feel would contribute to developing the best program approaches.

The goal of ODC's **Work Services Program** is to offer individuals with disabilities paid employment in an integrated work setting where they can develop work skills, behaviors, and be part of a work force.

The program provides a barrier-free work environment where individuals receive private job training, and a safe work environment to practice their newly learned skills.

*Like all working adults in our community, individuals in ODC's Work Services Program receive: the opportunity to be part of a team, satisfaction from meeting customer deadlines and quality standards and an environment to develop new friendships.*

ODC offers a flexible work schedule and various job assignments. Benefits include vacation pay, sick pay, holiday pay, funeral leave and life insurance.



## Other Benefits of Working at ODC

Working in ODC's **Work Services Program** individuals are offered the opportunities beyond basic employment.

ODC offers committee involvement for members of Work Services.

### Committees include:

- Wage Review
- Employee Involvement
- ODC Newsletter
- Safety
- Ergonomic
- Service & Advocacy

In addition ODC coordinates with other community programs, including Supported Employment, and may make referrals for valuable community resources.