

EMPLOYMENT IS SUBJECT TO PASSING A DRUG TEST AND BACKGROUND CHECK

Dear Applicant:

Please complete all forms attached. Incomplete applications may result in delays or may not be considered.

Pride is “People Helping People”. We provide services to people with many different needs and in many different locations using several different companies. We have been serving people for more than 35 years in the Bismarck, Mandan and surrounding communities. Our greatest strengths are the people we employ as part of our team. Therefore, we want to make sure that every applicant understands the job position(s) and the expectations.

What is expected of you if you work at Pride?

- You will come to work on time (despite weather conditions) and work the entire shift for which you have been scheduled.
- You are to maintain a good working relationship with other team members and the people Pride serves.
- During unforeseen circumstances, (blizzard, etc.) Pride may require that you work a longer than normal shift.
- You will attend scheduled in-services and training.
- The work environment demands that team members be trustworthy and honest with their team supervisor(s) and other professionals they meet.

While working with the people served by Pride we expect every team member to treat each individual with honesty, integrity, and dignity. Pride provides services to individuals and those individuals have the right to expect the best from us.

How long will Pride keep your application?

All applications will be kept on file for a minimum of ninety days.

What if you get called for an interview?

To expedite the interview process, please make sure you arrive for the interview at least five minutes before the scheduled appointment. Please plan on the interview lasting a minimum of fifteen minutes.

Who do you work for?

Pride, Inc. is a non-profit organization. All applicants are employed by Pride, Inc. not an individual program or service area and you could be asked to work in any number of different programs.

What programs are available to work at?

RESIDENTIAL SERVICES

Group Homes: located in Bismarck and Mandan, these homes support individuals who have Intellectual Disabilities live more independently. Individuals may choose to remain living in a group home or transition to supported living.

Individuals Supported Living: is designed to assist individuals to live independently in their own apartments. It's often referred to as “ISLA” or “SLA”. The amount of support the person receives ranges from one hour per week to 24 hours per day, depending on each individual's specific plan.

In-Home Family Support: offers assistance to the family of an individual who has Intellectual Disabilities. Staff provides assistance in a family's home setting while meeting the health, social and safety needs of the individual. Allowing the family respite (relief and rest) reduces the stress experienced by families caring for family members who have special needs. This service may take place in or outside the home. The goal is to offer assistance to the family member so the individual may remain in the family home and prevent a placement that would be more restrictive.

Homemaker, Home Health & Personal/Attendant Care: these intermittent services are provided to individuals who require intermittent care, have traumatic brain injury, are aged, disabled, or have other specialized needs and require assistance to remain independent in their homes and in the community.

Gracefully Aging: an in-home senior services program designed to assist adults and seniors who require support to remain living in their own homes.

VOCATIONAL SERVICES

Pride Production: individuals develop work skills such as dependability, problem solving, attention to tasks, and safety. Work skills are developed using contracts from local businesses in a supportive, friendly atmosphere. Our production facility offers light assembly, packaging, and mailings for local businesses and entrepreneurs.

Employment Services: offers individual and group employment options for people who want to become a part of their community's workforce. The Supported Employment Program provides job placement, job coaching, and support to assist individuals in gaining meaningful employment. The goal of the Supported Employment Program is to provide ongoing support to allow the individual to become successful in the vocational setting.

Life Skills Center: using creative and enjoyable activities, both at the Center and in the community, training is provided to increase and retain independence and life skills such as making decisions and choices, socialization, use of community resources, and interpersonal communication. With the assistance of Pride staff, the appropriate areas of training are selected to meet each individual's specific plan.

YOUTH MENTOR

Services are provided to children with an emotional disturbance to assist the family in keeping their child at home. Young adults support youth and model appropriate behaviors and activities. Services may be provided in a variety of settings, as determined by the team.

ALCOHOL & DRUG RECOVERY CENTER

An eight bed, supervised, residential program for individuals who have chronic chemical dependence and related problems.

REDWOOD VILLAGE

A 16 bed, basic care retirement home with the simplicity of a small town setting.

MANCHESTER HOUSE

An eight bed residential treatment center for children who have emotional disturbance, ages 5-13, who are residents of North Dakota.

Applications may also be dropped off at Pride, Inc., 1200 Missouri Ave., mailed to P.O. Box 4086, Bismarck, ND 58502, or faxed to 701-258-3735.

Thank you for your application.

3/1/13