

*Working for Better Outcomes for All and  
a More Just World*

## New One Job Pilot Program Boon to Staff and People Jubilee Supports

*Your Support Makes This Program Possible*

Jubilee's 250 direct support professionals (DSPs) bring our mission to life through their hands-on support for adults with intellectual and developmental disabilities. To recruit and retain talented DSPs, our staff needs to know they are valued at Jubilee.

**Our new One Job pilot program is the next big step forward.** This program ensures that staff who commit to work only at Jubilee will earn a living wage and benefits. Employees in the program are guaranteed 55 hours of work each week and will earn at least \$52,000 a year, matching the starting salary of a teacher in the county.

"During the pandemic, we learned that many of our staff worked multiple jobs to make ends meet. People were working 60 to 100 hours a week at two or more jobs just to get by. Their ability to fully commit at either job was challenging because of stress and exhaustion," said Steve Keener, Jubilee Executive Director. **"What initially began as an undertaking to reduce the spread of COVID-19 became an intentional effort to create a more just organization."**

The pilot is underway, with 16 DSPs now participating. Everyone in the program must complete the DSP II professional development training program. Partner agencies, including SEEC and JFGH, are launching similar intentional overtime programs. Data from all participating agencies will be analyzed by researchers at the University of Minnesota to measure outcomes.

**Our goal is for the One Job program to benefit staff and the people we support.** Higher morale, increased engagement and less stress translates to staff longevity, which is central to the lives of the people we support.



*"I'm able to focus on my time with Tracy and grow as a professional. I don't have to stress about other jobs anymore now that I'm in the One Job program." —Moninuola Ozoemena*

There are clear benefits to investing in our staff: retention among Jubilee staff who have completed the DSP II program is a sky-high 91 percent.

We also aim for the program to benefit the long-term fiscal health of the organization by reducing overhead costs. In the short-term though, the program costs Jubilee an additional \$8,000 (and rising) per participant. A grant from the Jerome S. and Grace H. Murray Foundation and contributions from Jubilee's Champions of Inclusion and other donors make this program possible.

**"This program has the potential to be an innovative model not only for Jubilee, but for frontline workers in all industries,"** said Keener. "It's a beautiful thing when our justice, service, and stewardship goals align."

## Growing as a Direct Support Professional

My name is Olalekan Shobowale, but you can call me Sho. I've lived in the U.S. off and on for about 50 years. I raised my family here and received advanced degrees from the University of Minnesota. I decided to make Maryland my home in 2017 because I have close friends from Nigeria here, and I began working at Jubilee.

I started out supporting Tyler, Raymond, and Brian in a Jubilee group home, and now I work with Mitch, James, and Henry. The work is challenging, but also rewarding. I have my hands full when everyone wants my attention at the same time. There are also times when I feel so encouraged. One time, I did something that made Brian laugh. Now, I had never heard him make a sound before. It was a beautiful moment, and it made me want to keep doing this work. I thought, if I keep on, we'll be able to connect more.

**I've grown in this profession, and I'm excited to keep learning.** I'm in the DSP II program now and it's very enlightening and informative.

When Jubilee first approached me about the One Job program, I wasn't sure about putting all my eggs in one basket. In addition to Jubilee, I was working as a direct support professional (DSP) for another agency, and as a translator for the courts. Holding three jobs was stressful and tiring. Sometimes I'd have to drive to Baltimore and even to Pennsylvania for my work as a translator.

I thought about how the program could reduce my stress, and that I could make a living working only one job. **Jubilee is my number one family in Maryland.** So, I decided to go for it. I'm glad I did.



Henry Tamargo, James Caby and Olalekan Shobowale  
(Pictured left to right)

**"Sho treats my son Mitch with remarkable patience and tender loving care." —Diane Richardson**

Now I'm more able to focus on the people I support and there are less distractions on my time. I'm closer with them. I've been encouraging one of the men I support to stop smoking cigarettes, and we recently had a breakthrough. Glory to God, he wants to quit and I'm helping him.

**It's rewarding to know I'm making a positive difference in the lives of these men.**

## RSVP By April 12 to Champions of Inclusion Fundraising Breakfast



CHAMPIONS OF INCLUSION  
**Fundraising Breakfast**

S P I R I T L I V E S

**TUESDAY, APRIL 26, 2022**

9:00 AM to 10:00 AM

at the Silver Spring Civic Center

RSVP at [www.jubileemd.org/champions-rsvp](http://www.jubileemd.org/champions-rsvp)



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