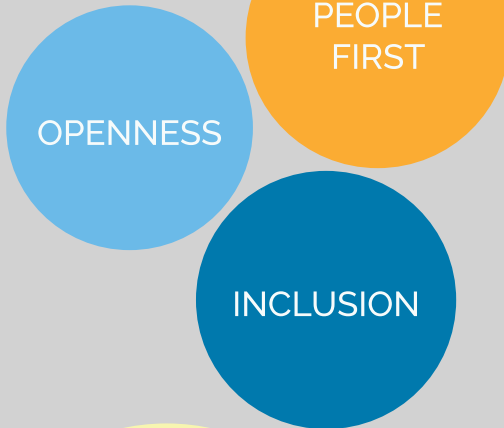


## Our values



## In the coming years

### Supporting clients' inclusion

- We are developing our temporary housing service in Kuopio and Mikkeli together with residents, their families, and extended networks.
- We are expanding our practices for measuring customer inclusion through national seminars and webinars in cooperation with the Inclusion project.
- We make good use of the potential of VR technology in our housing services to support our customers' well-being and independent living.

### Skilled staff as an asset, in cooperation with our partners

- We are developing the attraction and retention of staff and the capacity of the workforce to welcome students and workers with a migrant background into the intellectual and developmental disabilities sector.
- We offer training and guidance services, such as memory and autism training, autism rehabilitation counselling and neuropsychiatric coaching.

## Flexible options for individual life

**Savas Foundation (Savas)** is an expert in producing and developing housing services and daytime activities for people in need of support, mainly people with intellectual and developmental disabilities, people on the autism spectrum, and mental health rehabilitees.

We provide services with the focus on our client' needs and opportunities. Everyone has the right to live their life safely and in a way that suits their personal needs and wants, as an equal individual alongside others.

We focus on quality and responsibility. The quality of our operations is verified by the SHQS quality certificate that was awarded to Savas by Labquality Oy.



[www.savas.fi](http://www.savas.fi)

 SavasSaatio  savassaatio



# We succeeded!

*Our accomplishments in 2022*



## Where we succeeded in 2022

### Together with our partners

★ We joined forces with other disability sector operators in a joint 'Kehitysvammatyö' (intellectual and developmental disability work) campaign.



★ We also invested in increasing our industry's attraction by showcasing our activities and VR technology at recruitment events and educational institution visits.

★ We developed new services with our clients; we expanded our TUPA services (housing support and guidance services) to Kuopio and started support person activities in Savonlinna.



★ In the 'Osalliseksi' (inclusion) project, we developed ways to measure customer inclusion in cooperation with other operators that work in the field of intellectual and developmental disabilities.

### Skilled staff as an asset

★ We have been successful in training new employees and continue to receive good feedback related to our staff.

★ We continuously invest in strengthening the skills of our staff. Our training practices enable our staff to update and renew their skills in a planned way, taking the needs of the Foundation's services into account.



★ We reward our staff every year. 'Savas Deed of the Year' Award is given to an employee/team of employees who have made a particularly outstanding contribution to the well-being of our clients.

★ To support wellbeing at work, we have provided our workers with personal exercising and leisure time benefits, and our teams have a shared allowance for expenses related to well-being at work. We also organise joint staff and leisure time events.

### Supporting clients' inclusion

★ We organised joint "live meetings" between our activity centres using the Teams software.

★ We organised panels for our customers and their families. We have a long tradition of community meetings that support the comprehensive inclusion of our customers.

★ We strengthened customers' digital skills and organized casual Teams courses won topics requested by our customers.



### Successes from the field

★ Here at Savas, we are happy with many things. Our workplace communities have good team spirits and safe atmospheres. We have a strong sense of community and togetherness. Team members provide strength and support to one another in stressful work situations.

★ Our professional staff and unit supervisors aim to constantly develop their working practices and set high standards to the quality of their work and to the well-being of our customers.

*"We have a great can-do attitude."*

*"We use the results of our customers' RAI-id functional ability measurements in our daily work."*

*(Employee feedback)*

★ Savas is able to operate in line with the values and culture of the Foundation. Leadership is successful and supports the core mission. We have developed local management practices to support the working groups. Our staff is highly competent and there are opportunities for continuous development of skills.

We have managed to maintain our high quality of customer service even in challenging and unusual situations, such as during the COVID pandemic and when there have been challenges in staff availabilities. While finding qualified workers of the social welfare and healthcare field grows even more challenging, we have managed to attract great, skilled people to our community.