

# VOCATIONAL REHABILITATION AND HUMAN RESOURCES



## VR Principles at Peckham

### 01. Everyone has the right to work and contribute.

Work is a source of dignity, belonging, and purpose. Every individual, regardless of disability, background, or circumstance, deserves the opportunity to participate meaningfully in the workforce and their community. We recognize that the capacity to contribute exists in everyone, and meaningful work strengthens both individuals and society.

**At Peckham:** We believe everyone has talents worth sharing.

### 02. Empowerment through strengths and choices

Vocational rehabilitation begins by identifying what people can do, what brings them fulfillment, and how they define success. We focus on potential rather than limitations and ensure that each person has the freedom and information needed to make choices about their career path. Empowerment comes when individuals set their own goals and take ownership of their journey towards independence.

**At Peckham:** We look for potential and empower, not prescribe.

### 03. Individualized, person-centered support

No two people's paths are the same. Our services are designed to honor each person's unique skills, challenges, interests, and aspirations. We adapt our approach to meet people where they are, offering tailored guidance, flexible strategies, and ongoing support that evolves as goals and circumstances change.

**At Peckham:** We meet people where they are.

### 04. Collaboration and holistic partnership

Success is built through connection. We work in partnership with individuals, families, employers, and community organizations to create pathways that promote sustained employment and well-being. This means addressing the whole person—not just job readiness or skills, but also physical, emotional, and environmental factors that contribute to lasting success.

**At Peckham:** We lift each other up and support the whole human.

## 05. Inclusion and equity

True inclusion means creating spaces where everyone belongs, is heard, and has equal access to opportunity. We are committed to removing barriers and ensuring our services, workplaces, and partnerships are inclusive, accessible, and equitable. Diversity strengthens communities and drives innovation and compassion in all that we do.

**At Peckham:** We create spaces where everyone is welcome.

## 06. Growth, learning, and continuous progress

Vocational rehabilitation is a journey of discovery and growth. We believe progress should be celebrated at every stage—whether it's gaining confidence, learning new skills, or achieving long-term career goals. Growth is continuous, and we are dedicated to supporting each individual as they adapt, learn, and move forward toward their fullest potential.

**At Peckham:** We celebrate progress, not perfection.

### NOTES

### Reflection Question:

Identify one area in your job or organization where you could apply a people-focused approach to better support your team or clients: