

Transforming Facility-Based Supports into Community-Based Outcomes

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Introduction & Contact Information

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Learning Objectives

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1. **Visualize a community where workshops and day programs are obsolete.**
2. **Identify new ways to eliminate barriers to employment for people with disabilities.**
3. **Demonstrate an understanding of best practices when communicating systems.
change/philosophical shifts to the people you support and their families, staff, boards, staff, etc.**

Discussion

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1. **What reasons/justifications do people use when looking to justify paying a person with a disability less than minimum wage?**
2. **Describe some hurdles people with disabilities encounter when it comes to successfully obtaining and maintaining competitive employment.**
3. **Talk about some of the challenges that you think the people we support and their families would encounter if workshops and day programs no longer existed.**

ACHIEVA's Vocational Transformation

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- It's the the right thing to do!
- ACHIEVA Board and Management exhibited leadership and made commitment to close all facility-based day supports.

Communication is Key

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- ✓ **Know**
- ✓ **Understand**
- ✓ **Relate**
- ✓ **Impress**

Day Program Census (Workshop & ATF)

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Then: November 2015 - 475 people across 6 facilities

Now: May 2019- 200 people across 2 facilities

Reasons for the reduced census:

- **Successfully obtained competitive jobs in the community or transitioned to ACHIEVA Small Group Employment**
- **100% Community Participation**
- **Retired**
- **Chose other providers**

Referrals from Day Programs to Supported Employment

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Of the reduction, 130 referred to supported employment

- **This represents 27% of the people supported in an ACHIEVA day program in 2015 chose to pursue community employment.**
- **Prior to ACHIEVA's Vocational Transformation, referrals from ACHIEVA day programs made up less than 1% of ACHIEVA Supported Employment referrals.**

Successful Community Employment Outcomes

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**Of the 130, there are 101
working**

- **Prior to ACHIEVA's Vocational Transformation, there were only 9 people in our day programs also employed in the community.**

Participating in Community Based Work Assessments or Performance Based Job Coaching Contracts

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Of the 130, another 10 are in some phase of job search

- 10 currently doing community-based assessments, job development, etc.
- 19 decided employment was not the best option for them at this time.

In sum, out of the 130 referrals from our day programs to our supported employment department , 85% have either become employed or working towards employment

Wages

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- **Eliminated 14c certificate:**
 - Allegheny County in January 2017
 - Westmoreland County in January 2018
- **People working in our business operations are earning 370% more in hourly wages**
 - Average Hourly Rate across all ACHIEVA businesses is \$8.93 per hour.
- **These same people were part of a population making subminimum wage on an average of \$1.90 per hour.**

Small Group Employment

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ACHIEVA Cleaning & Janitorial (Competitive Wages & Integrated)

- 10 people from our day programs transitioned into our Small Group Employment/Cleaning and Janitorial operation.

ACHIEVA Pallets & Packaging (Competitive Wages & Integrated)

- On July 1, 2018 our Bridgeville location transitioned to an Affirmative Industry, Small Group Employment operation. This integrated employment model employs 24 people and offers wooden pallets and crates and packaging solutions to local businesses.

Community Participation Supports

“Employment Skills Development” (Paid)

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An additional 30 people

- **Employment opportunities secured for 30+ people from the existing day programs. These people are policing parking lots of local businesses in the Strip District, integrated within ACHIEVA's Property Maintenance business**
- **Making minimum wage**

Community Participation Supports Percentages

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- **Over 70 partners developed**
 - Both employment and non-employment
- **Of the 200 remaining in a facility, the total % of time spent in the community vs facility = ~25%**
 - 2/3 averaging greater than 25% time spent in the community
 - Before Transformation the average time spent in the community was less than 1%

How Did We Get Here?

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- **Took the steps necessary to build the necessary infrastructure for competitive employment, small group employment and community participation.**
 - **Hired additional 25 Community Inclusion Professionals**
 - **Hired additional 12 Employment Specialists**
 - **Increased vehicle fleet by over 40 vehicles**

General Challenges

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- **Resistance to change**
- **Recruitment and retention of DSP's**
- **Transportation**
- **Funding issues**
- **Individuals earnings' impact on benefits**

Questions?

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Thank you.