VOCATIONAL TRANSFORMATION

# Where it Began

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

# Day Program Census (Workshop & ATF)

* **Then: November 2015 - 475 people across 6 facilities**
* **Now: February 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

* **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

**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

**Of the 130, another 13 are in some phase of job search**

* **13 currently doing community-based assessments, job development, etc.**
* **16 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 , 88% have either become employed or working towards employment**

# Wages

**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

* **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)

* **An additional 30 people**
	+ **Employment opportunities secured for 30+ people from ACHIEVA’s “Strip District” 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

* **Over 80 partners developed**
	+ Both employment and non-employment
* **The total % of time spent in the community vs facility = ~40%**
	+ 70 people being supported 100% in the community.
	+ Before Transformation the average time spent in the community was less than 1%.

# How Did We Get Here?

* **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**
	+ **Invested in systems upgrades in order to track and bill across 54 service codes**

# General Challenges

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

# “Vocational Supports” & Transformation

* **Our mindset and approach to traditional ‘vocational supports’ has fully transformed.**
* **With that, the language that we use must also evolve.**
* **The ‘vocational department’ renamed and rebranded, identifying now as *Employment Supports* with our full focus and attention being on-**
	+ **Competitive Employment**
	+ **Small Group Employment**
	+ **Business Operations**
	+ **Community Participation**

# Looking Forward

* **Focus on the full scope of services that ACHIEVA has to offer in order to fulfill the commitment that we have made to support people in their pursuit of Everyday Lives**
* **Turn challenges into opportunities by building upon our core service offerings with the addition of Transportation, Benefits Counseling, and our “Business as a Customer” initiative**
* **Strengthen and expand our capacity to work with people in need of services**

# Questions & Contact Information

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