One Person at a Time: Transformation from Sheltered Employment to Individualized Community Employment

Center for Human Services
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JULY 2018

Our History
- 1966 – 1st Extended Employment Sheltered Workshop – DD Council Grant
- 1972 – Saline County Workshop Satellite
- 1987 – Supported Employment through Vocational Rehabilitation

2012 - 2017

Where Were We?
One Person at a Time: Transformation

Why Examine Change?
- CARF Accredited
- DESE Certified
- Beautiful Building
- Years of Recognition

One Person at a Time: Transformation

Why Examine Change?
- Workforce Innovation Opportunity Act (WIOA)
- Medicaid Cuts
- New Political Climate
- DMH Waiver Manual Updates
- DD Grant Opportunity to Attend Regional APSE Conference

One Person at a Time: Transformation

How to Start?
One Person at a Time: Transformation

Establish Our Goals/Values
- Our sole purpose was to ensure that people have access to employment.
- To ensure each individual have access to his/her community.
- We did not set out to close the workshops.
- Since 2013, we have completed 5 major reorganizations of the Department.

Infrastructure/Answer the “How?”
- Business Developer
- Disability Benefits Specialist
- Pilot Programs
- One Person At A Time
One Person at a Time: Transformation

How Do We Start One Person at a Time?

- Transitions
  - 25+ Year Enclave Crew – Maxion Wheels
  - 7 Year Recycling Crew – City of Sedalia
  - 25+ Year Recycling Contract – ConAgra
  - Saline County CWI Closure
  - CHS Custodial Crew Changes
  - Bloomin’ Gardens Greenhouse Changes

Plan, Plan, Plan, Plan

- Coordinated Communication Plan
- Staff Buy-In
- Resources
- Personal Meetings
- Facebook/Radio/Paper
- Transparency
One Person at a Time: Transformation

Remember Your “WHY”

Find Your Champions

Let Your Success Stories Shine
One Person at a Time: Transformation

June 30, 2018

- 141 – 6
  - 5 open cases working with Vocational Rehabilitation

What Did We Learn?

- One Person at a Time
- Don’t Be Afraid of Change
- Be Transparent and Admit Mistakes
- Emotional
- People Will Surprise You

DON’T BE AFRAID TO GIVE UP THE GOOD TO GO FOR THE GREAT.

— JOHN C. MAXWELL