

Washington and Montana Provider to Provider Discussion  
State Employment Leadership Network  
Monday, September 17, 2012



## General Discussion Overview: All

- ❖ What inspired your organization to engage in the change from sheltered to integrated employment and what were the key strategies and opportunities that helped you through that major change?
- ❖ What partnerships are critical to success and what can state and local level influencers do to support this work?
- ❖ What are families and individuals now seeking and what do you see as the future for your organization?

## Specific questions from Montana Providers:

- A) Hours of Support and Staffing for Individual Community Employment: Lead: Cindi Kirchmeier, Morningside
  1. How did the hours of service delivered change for individuals moving to community based employment? Did hours increase or decrease? (*see chart below*)
  2. Did people transitioning to community employment need more staffing and if so, how did you address the need for increased staffing?
  3. Does it cost more to provide more individualized employment options? (more 1:1 staffing?)
- B) Transportation to Work: Lead: Chris Christian, Vadis
  4. How do people get to work? How does your agency address any additional costs to get people to their jobs in the community rather than at the facility?
- C) Type of Work and Employers in the Community: Lead: Chris Brandt, AtWork!
  5. What types of jobs have you been successful in obtaining for individuals with significant behavioral challenges for community placed employment?
- D) Numbers of people in Facility Based Employment and Type of Work Lead: Jane Boone, DDD
  6. Are you currently offer any in-house (facility based) employment? *Yes, between 500-600 DDD clients are still working in facility based employment in Washington.*
  7. If so, what types of jobs and what is the clientele base for those jobs?

8. What percent of individuals that you serve have paid community jobs? (see charts below)
9. What percent of those work more than 20 hours per week? See charts below
10. What are the average hours per week that your individuals work in the community? (See charts below)
11. How many average hours of support do they require? (see charts below)

February, 2012 Washington State	# Served	# Served w/ Gross Wages >	Avg. Gross Wages
Adult Day Care	9	0	0
Community Access	551	0	0
<b>Group Supported Employment</b>	<b>1065</b>	<b>999</b>	<b>\$285.73</b>
<b>Individual Employment</b>	<b>5121</b>	<b>2804</b>	<b>\$570.16</b>
<b>Person to Person</b>	<b>192</b>	<b>16</b>	<b>\$213.44</b>
<b>Pre-Vocational Employment</b>	<b>618</b>	<b>539</b>	<b>\$122.03</b>
<b>Total Served in February:</b>	<b>7564</b>	<b>4358</b>	

Feb-12	# of people supported	Avg Support Hours per month	# provided Job Prep	Avg. Hours of Job Prep	# provided Job Development	Avg. Hours of Job Development	# provided Job Coaching	Avg. Hours of Job Coaching
<b>Individual Employment</b>	<b>5051</b>	<b>9.96</b>	<b>2239</b>	<b>7.96</b>	<b>1176</b>	<b>5.09</b>	<b>2704</b>	<b>7.93</b>
<b>Group Supported Employment</b>	<b>1007</b>	<b>53.78</b>	<b>0</b>		<b>0</b>		<b>0</b>	
<b>Pre-Vocational Employment</b>	<b>538</b>	<b>49.61</b>	<b>0</b>		<b>0</b>		<b>0</b>	
<b>Person to Person</b>	<b>186</b>	<b>12.37</b>	<b>163</b>	<b>9.71</b>	<b>54</b>	<b>6.37</b>	<b>14</b>	<b>11.99</b>

## Wage Hours Paid per Employment Type for February 2012

### Results

Activity	# Served	# Served w/ Paid Hours	Avg. Hours Paid	# > 20 hours/week
Group Supported Employment	1065	1007	53.78	183
Individual Employment	5121	2804	52.25	649
Person to Person	192	16	27.32	1
Pre-Vocational Employment	618	538	49.61	118

E) Size of Communities in Washington: Lead: Chris Christian, Vadis

12. What is the size of your communities? (see map and county demographics below)

13. Given that the general population is looking for jobs, how are you successful?



<u>County</u>	<u>2010</u>	<u>County</u>	<u>2010</u>
Washington	6,724,540	Klickitat	20,318
Adams	18,728	Lewis	75,455
Asotin	21,623	Lincoln	10,570
Benton	175,177	Mason	60,699
Chelan	72,453	Okanogan	41,120
Clallam	71,404	Pacific	20,920
Clark	425,363	Pend Oreille	13,001
Columbia	4,078	Pierce	795,225
Cowlitz	102,410	San Juan	15,769
Douglas	38,431	Skagit	116,901
Ferry	7,551	Skamania	11,066
Franklin	78,163	Snohomish	713,335
Garfield	2,266	Spokane	471,221
Grant	89,120	Stevens	43,531
Grays Harbor	72,797	Thurston	252,264
Island	78,506	Wahkiakum	3,978
Jefferson	29,872	Walla Walla	58,781
King	1,931,249	Whatcom	201,140
Kitsap	251,133	Whitman	44,776
Kittitas	40,915	Yakima	243,231

E) Employment for people with high support needs, a long history of working in a facility based setting: Chris Brandt, Chris Christian and Cindi Kirchmeier

14. How did you facilitate integrated employment opportunities for challenging clients who are used to working in a facility based setting (and their families & even planning teams are comfortable with them there) as their preferred choice for earning wages, or who have not expressed any desire to be employed?

G) Payment for Natural Supports from co-workers on the job? Lead: Jane Boone, DDD

15. If your corporation is doing payment for coworker support – through what mechanism is that done? What successes have you had with this? And what has been your experience with coworker turnover?

H) Do you have experience with supporting people to work at their own business within the facility? If so, how does it work for you? Lead: Chris Christian, Vadis

16. Some day programs have developed successful businesses in house – individuals in service work, make a product and earn a wage, probably not minimum wage. Have other models developed so that the people in these services can still have these opportunities which may not be as available in the community.

I) What about small providers in small communities? How have they become successful? Lead: Cindi Kirchmeier, Morningside

17. Can you discuss how some smaller providers and smaller communities have met some of these same challenges?

J) Staff Training and Organizational Change: Lead: Chris Christian, Chris Brandt, Cindi Kirchmeier

18. What type of training did you provide for your staff, and what organizational changes were made to accommodate more individualized community employment opportunities? Was there a cost involved?

K) Collaboration with Vocational Rehabilitation: Lead: Chris Brandt, At Work!

19. What is the role and relationship with your state Vocational Rehabilitation agency? In Montana many VR contractor providers are also DD providers. Is that the same in Washington?

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