

Rick Hawes  
Director  
Berkshire County Arc  
Pittsfield MA

## CONVERSION TO COMMUNITY BASED EMPLOYMENT SERVICES

Conversion to Community Based Employment

### Critical Factors for Conversion

- Values
- Mission
- Unwavering Commitment
- Leadership
- Optimism
- Conversion not closure

Conversion to Community Based Employment

### Strategic Planning

Develop, implement and monitor a comprehensive plan of action addressing all areas of conversion utilizing-

- A Conversion Management Team
- A Business Advisory Board
- Workers group
- Family meetings
- Consultation Services
- Staff orientation and training

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### Strategic Planning

- Aim Above the mark and you'll hit the mark
- Make key (and bold) decisions at key times  
(closing referrals to the workshop)  
(transferring of key personnel)
- Commence career planning/assessing all individuals
- Consider alternative programming/business ventures

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### Organizational infrastructure

- Based on efficiency/effectiveness analysis
- Fluid process and will have many phases over the years
- Conversion of staff based upon assessment of numbers and personnel need ( utilize chart)

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### Career planning and Job Development Concepts

- Person centered process- a key driving force for employment, attitude shifts, and a team approach. (Also utilized to determine employability or need for alternative services of sheltered workers )
- Unwavering Optimism
- Place and train (not train and place)
- Job matching- most critical factor for success

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**Parents/Families**

- Involve families/residential providers from the onset in decision making
- Legitimize concerns and work through
- Educate and inform families of benefits of supported employment

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**Day custody**

- Set a culture for employment not day programming
- Person centered approach (one person at a time in determining day custody issues)
- Use existing sites for coverage
- Use staff creativity/ideas to fill down time
- Consider off site vocational/program
- Establish an Integrated mailing business







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Questions and discussion??

Contact Information

Rick Hawes

Berkshire County Arc

Pittsfield MA

413-443-1038 ext. 21

Rhawes@bcarc.org