



# Welcoming Inclusion Network (WIN) When Inclusion Happens We All WIN



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# Welcoming Inclusion Network Launched February 2018

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Community Stakeholders: Self-advocates, Families, Advocacy Groups, Service Providers

Sponsor: Braddock District Supervisor John C. Cook and Steering Committee  
Goals: Network, Design, Employment, Inclusion

# Service Option Definitions

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## Retirement

Provides an option for individuals to voluntarily transition to community based older adult day services.



## Training

Provides tailored support and training to ensure success in competitive, individual, and group supported employment.



## Inclusive Hiring





Seeks to increase inclusive hiring in public/private sectors and grow individual and group supportive employment.



## Self-Directed Services

(Expanded and Transfers):  
Offers self-designed, customized services to individuals from a menu of options within a specified budget to meet unique needs and challenges.

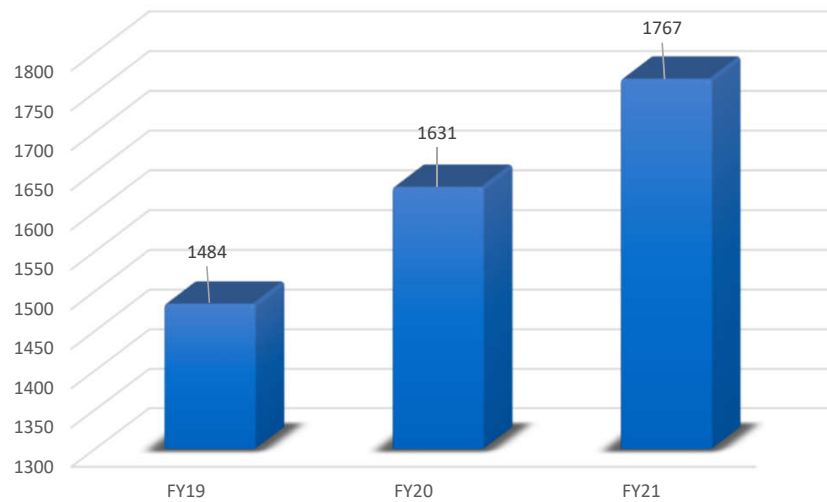
**WIN Cross-Comparison of All Options: \$\$\$ = Cost Avoidance (\$\$\$) = Additional Cost to County**

 <b>1,484 People Served Annually</b>	<b>Bronze Tier</b> 	<b>Silver Tier</b> 	<b>Gold Tier</b> 
<b>Retirement</b>	Senior & ADH Center Drop-In 198 people may transition  <b>\$2,164,158</b>	Senior & ADH Center with Volunteer Options 279 people may transition  <b>\$1,480,692</b>	Silver + Center with Specialized Support 249 Silver + 30 people in center  <b>\$840,983</b>
	<b>Inclusive Hiring</b>	Marketing to Employers increases capacity  <b>(\$100,000)</b>	Increase Group Employment & Pilot Small Groups higher capacity + 30 people in smaller groups  <b>\$32,376</b>
<b>Training</b>		6-Month Soft Skills training program  \$0	Targeted Vocational Training Pilot 48 individuals per session  <b>(\$575,030)</b>
	<b>Self-Directed – Expanded</b> Can Eliminate Waitlist for Persons with No Waiver	Increase Capacity by 50 to 188 persons  <b>(\$903,300)</b>	Increase Capacity by 100 to 238 persons  <b>(\$1,836,121)</b>
<b>Self-Directed Services – Transfers</b> 138 Individuals Served		Increase Capacity by 50 to 188 persons Transfers from Current Programs  <b>\$376,904</b>	Increase by 100 to 238 persons Transfers from Current Programs  <b>\$724,287</b>

# Cost to Maintain Current System

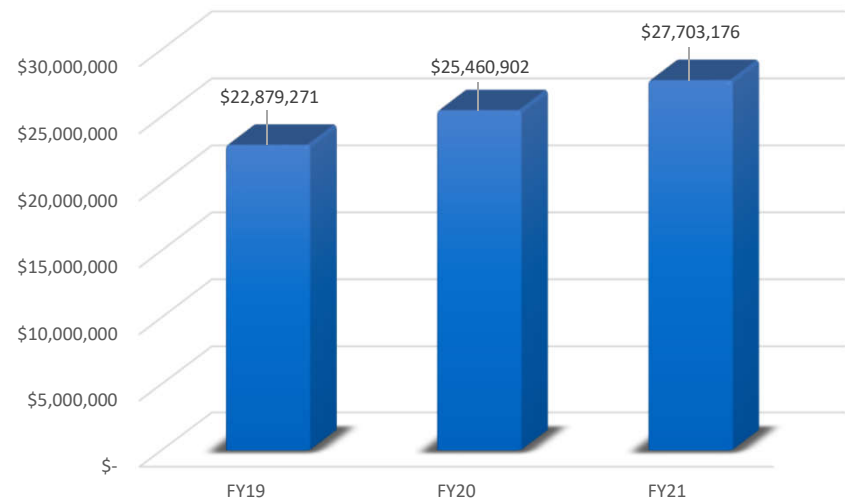
PROJECTED INDIVIDUALS SERVED

FY 2019 – FY 2021



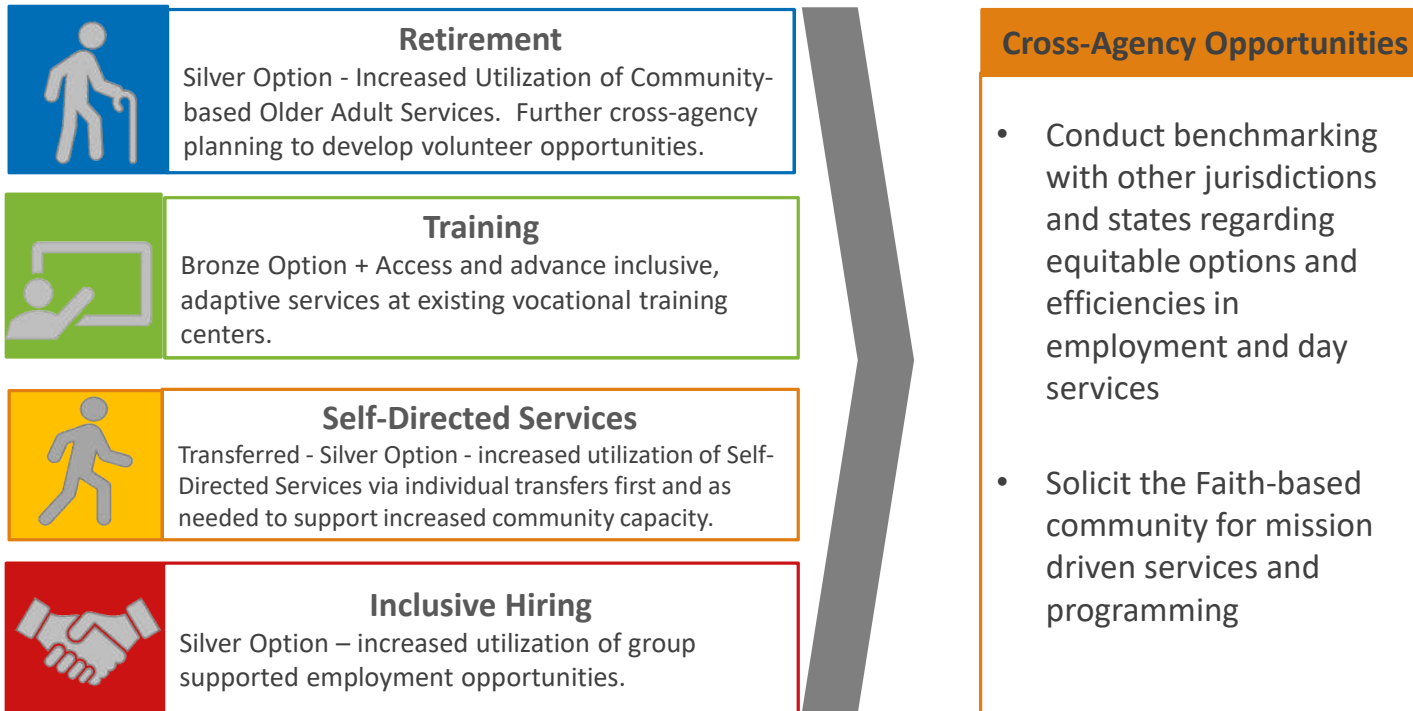
PROJECTED COST

FY 2019 – FY 2021



# CSB Recommendations

## One - Five Year Implementation & Review Plan



# Thank You

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- Braddock District Supervisor John C. Cook, the Fairfax County Board of Supervisors, the County Executive, and the Fairfax-Falls Church Community Services Board (CSB)
- Steering Committee Members Represented By: CSB Board Members/Parent, Office of Public Private Partnerships (OP3), Human Services Council, George Mason University (Special Education & disAbility Research), and Fairfax County Public Schools (Special Services, Special Education Instruction & Administration)
- County Cooperating Agencies: CSB (Executive Leadership, Communications, Employment & Day Services, Support Coordination & Residential Services), Neighborhood & Community Services (Older Adult & Regional Services), the Health Dept., Fairfax County Public Libraries (Executive Leadership & Community Programming), and Parks & Recreation
- The WIN Community Stakeholders: Self-Advocates & Families
- Group Leads: Lauren Goldschmidt, Laura Allen & Katrina McNair
- A Host of Community Partners: The Arc of Northern Virginia, Career Support Systems, CRi, ECHO, Jewish Foundation of Group Homes, Job Discovery, Inc., McLean Bible Church, Mount Vernon Lee Enterprises, NVCC – College Steps, Resources for Independence of Virginia, Service Source, Special Olympics Virginia, and Work Opportunities Unlimited.

# CSB Employment and Day Services A Life Like Yours & Mine

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Questions:





## Welcoming Inclusion Network (WIN)

### Summary of Recommendations, Options & Cost Methodology

#### **Retirement** – Transition to retirement programs and senior services is a natural progress for all older persons including persons with developmental disabilities (DD).

- Offer to persons age 50+ to existing senior centers or adult day health centers (ADHCs). Out of 279 persons over 50 current capacity could facilitate 93 persons in senior centers, and 105 in ADHCs
- Offer to persons age 50+ a split day between current DD programs, volunteering, senior centers and/or ADHCs. Current capacity could accommodate all 279 people over age 50.
- Offer the above options along with center-based enhanced nursing, behavioral health and therapeutic consults. Center capacity is 30 persons.

#### **Training** – Employment specific skills training to equip job seekers with marketable skills

- Offer a six-month program focusing on soft skills for those not successful in maintaining or obtaining employment.
- Offer specific employment training in individual or small group format.
  - Utilize existing training and pilot up to 6 grants (Max \$50,000 each) for 6-8-person training groups.
- Develop a career training center for individuals with DD.

#### **Inclusive Hiring** – Encourage and grow inclusive hiring among employers and increase group supported employment (GSE) opportunities

- Market and train employers on the benefits of inclusive hiring utilizing a marketing, business liaison position.
- Establish a pilot grant (7 awards @ \$10,000 each) for development of 6-8 person GSE opportunities, and pilot 10 small GSEs opportunities (3 person groups with cost < \$135/day/person). 60% of small GSE group cost could be reimbursed by Medicaid Waiver.
- Offer startup entrepreneurship funding by piloting a grant program (10 awards @ \$20,000 each). Establish a staff position to manage the program.

#### **Increase Self-Directed Service (SDS) capacity.** SDS is a program facilitating DD individuals establishing their own service package within defined parameters and budget.

- Increase current SDS capacity from 138 to 188 persons by adding a dedicated additional staff position.
- Increase above SDS capacity further from 188 to 238 by adding a new second SDS staff position.
- Enhance the SDS by adding a third SDS staff person, allowing the SDS manager to market the service. Expanded Census remains at 238.

Note: 2 sets of numbers in table reflect analysis of impact of both internal and external expansion.

- Internal reassigns current service recipients, affords them greater opportunity for individualized service.
- External allows program growth, supports program interest, individualized service and No Waiting List.