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

LORI STILLMAN AND JOHN C. COOK
WIN STAKEHOLDER CO-CHAIRS

DARYL WASHINGTON
CSB EXECUTIVE DIRECTOR

DECEMBER 11, 2018
Welcoming Inclusion Network
Launched February 2018

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

**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

<table>
<thead>
<tr>
<th></th>
<th>Bronze Tier</th>
<th>Silver Tier</th>
<th>Gold Tier</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1,484 People Served Annually</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Retirement</strong></td>
<td>Senior &amp; ADH Center Drop-In 198 people may transition</td>
<td>Senior &amp; ADH Center with Volunteer Options 279 people may transition</td>
<td>Silver + Center with Specialized Support 249 Silver + 30 people in center</td>
</tr>
<tr>
<td></td>
<td>$2,164,158</td>
<td>$1,480,692</td>
<td>$840,983</td>
</tr>
<tr>
<td><strong>Inclusive Hiring</strong></td>
<td>Marketing to Employers increases capacity</td>
<td>Increase Group Employment &amp; Pilot Small Groups higher capacity + 30 people in smaller groups</td>
<td>Incentivized Growth and Entrepreneurial Incubator increases capacity</td>
</tr>
<tr>
<td></td>
<td>($100,000)</td>
<td>$32,376</td>
<td>($311,000)</td>
</tr>
<tr>
<td><strong>Training</strong></td>
<td>6-Month Soft Skills training program</td>
<td>Targeted Vocational Training Pilot 48 individuals per session</td>
<td>Vocational Training Center 30 person capacity</td>
</tr>
<tr>
<td></td>
<td>$0</td>
<td>($575,030)</td>
<td>($116,100)</td>
</tr>
<tr>
<td><strong>Self-Directed – Expanded</strong></td>
<td>Increase Capacity by 50 to 188 persons</td>
<td>Increase Capacity by 100 to 238 persons</td>
<td>Program Promotion and Enhanced Features</td>
</tr>
<tr>
<td><strong>Can Eliminate Waitlist for Persons with No Waiver</strong></td>
<td>($903,300)</td>
<td>($1,836,121)</td>
<td>($1,947,121)</td>
</tr>
<tr>
<td><strong>Self-Directed Services – Transfers</strong></td>
<td>Increase Capacity by 50 to 188 persons Transfers from Current Programs</td>
<td>Increase by 100 to 238 persons Transfers from Current Programs</td>
<td>Program Promotion and Enhanced Features</td>
</tr>
<tr>
<td><strong>138 Individuals Served</strong></td>
<td>$376,904</td>
<td>$724,287</td>
<td>$613,287</td>
</tr>
</tbody>
</table>
Cost to Maintain Current System

PROJECTED INDIVIDUALS SERVED
FY 2019 – FY 2021

- FY19: 1484
- FY20: 1631
- FY21: 1767

PROJECTED COST
FY 2019 – FY 2021

- FY19: $22,879,271
- FY20: $25,460,902
- FY21: $27,703,176
## CSB Recommendations

### One - Five Year Implementation & Review Plan

<table>
<thead>
<tr>
<th>Retirement</th>
<th>Silver Option - Increased Utilization of Community-based Older Adult Services. Further cross-agency planning to develop volunteer opportunities.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training</td>
<td>Bronze Option + Access and advance inclusive, adaptive services at existing vocational training centers.</td>
</tr>
<tr>
<td>Self-Directed Services</td>
<td>Transferred - Silver Option - increased utilization of Self-Directed Services via individual transfers first and as needed to support increased community capacity.</td>
</tr>
<tr>
<td>Inclusive Hiring</td>
<td>Silver Option – increased utilization of group supported employment opportunities.</td>
</tr>
</tbody>
</table>

### Cross-Agency Opportunities

- Conduct benchmarking with other jurisdictions and states regarding equitable options and efficiencies in employment and day services
- Solicit the Faith-based community for mission driven services and programming
Thank You

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

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

December 2018