

ORGANIZATIONAL TRANSFORMATION FROM FACILITY TO COMMUNITY

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OVERVIEW

In June 2015, SRVS closed our Sheltered Workshop because of our commitment to providing the most progressive and beneficial services to people.

Closing was a process of developing collaborations with various stakeholders.

We anticipated challenges from several areas and developed strategies to meet each.



FROM THE BEGINNING...

- The workshop was considered the “Face” of the organization.
- EFSLMP - Originally said no to participating in the program, then agreed on a small scale.
- Did an assessment of workshop environment.
- Developed a steering committee to assess feasibility.

CHALLENGES AND STRATEGIES

- EFSLMP - problems with VR, team worked through solutions
- Board resistance - Steering committee championed the closing
- Financing - collaboration with various partners provided very good case for funding
- Transportation - inadequate access to public or paratransit
- Families fears: the unknown, community hazards and financial loss
- Employer community fears: the unknown, increased liability, financial loss

TOOLS AND TECHNIQUES

- Used deployment schedule to assess readiness to work
- Created soft skills training for people in services
- Used targeted educational strategies - CE, Group Discovery, specific staff training on community goals
- Recruited speakers to address family concerns
- Celebrated successes!!
- Shared transformation story in presentations for grants

AS OF TODAY...

- Survey results show that people no longer reference the workshop.
- 53% of people formerly in the workshop have community jobs; 42% are in community activities of their choosing.
- SRVS supports over 240 people in competitive, integrated employment.

WHAT SUCCESS LOOKS LIKE



QUESTIONS/ANSWERS

- What is your current status?
- What is your vision for community services?
- What can you achieve within one month, three months, six months, one year?
- **REMEMBER**; transformation is a process!

CONTACT INFORMATION

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