ORGANIZATIONAL TRANSFORMATION
FROM FACILITY TO COMMUNITY

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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.
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
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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