



# Follow In Our Footsteps: Employment 1<sup>st</sup> at KenCrest

Your Trail Guides are...

Stephanie Garrett, Queen of Creativity

Lisa Harner, Party Planner Extraordinaire

Allison Smale, Keeper of Keys

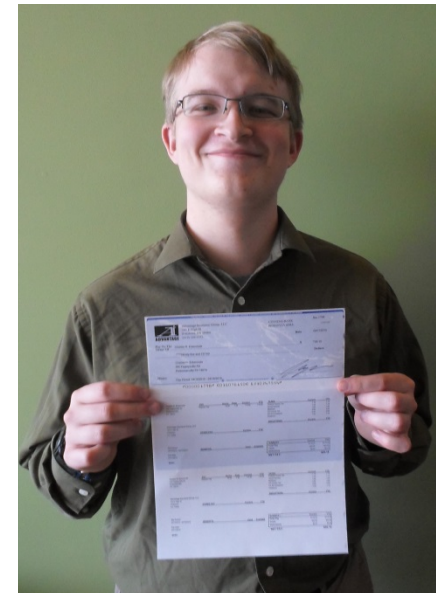
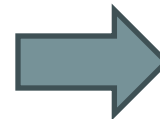
# KenCrest Employment and Day Programs

- KenCrest has been providing services since 1905.
- Today we have a variety of programming to meet people's diverse needs.
- We have an employment program, but we also maintain day programming as well.
- This project allowed us to work through a pilot process to inform how we can work to transition people into paid work.

# Our Project- Our Goals

- Through our grant with Networks for Training and development we wanted to identify 20 people currently served in our day programs and help them transition to paid work in the community.

To go from this  
to that...



# Main Action Steps

- Provide information
- Invite candidates and discuss grant opp
- Get buy in
- Increase Social Capital
- Talk to teams and plan
- Reverse Job Fair

# Invitation to Stakeholders



## YOU ARE INVITED TO A COMMUNITY CONVERSATION



ABOUT CHANGES COMING  
TO OUR SERVICES AND  
INCREASING EMPLOYMENT  
FOR PEOPLE WITH  
DISABILITIES

Please join us to learn about future changes to our supports and options for services. We will also be discussing how we can increase employment and other community options for the people we support. This will be a great opportunity to learn together over coffee and snacks.

### Who Should Attend?

Individuals, Family Members, Residential Staff, Housemates, Supports Coordinators, and anyone else interested in learning more about our future. We want to hear from you! Come and join the conversation at any of the 3 events!

February 9th @ 4:00

Where: KenCrest Co.  
21 Robinson St,  
Pottstown, 19464  
610-327-4606

February 18th @ 3:30

Where: ASI,  
827 Glenside Ave,  
Wyncote, 19095  
215-938-7767

February 22nd @ 4:00

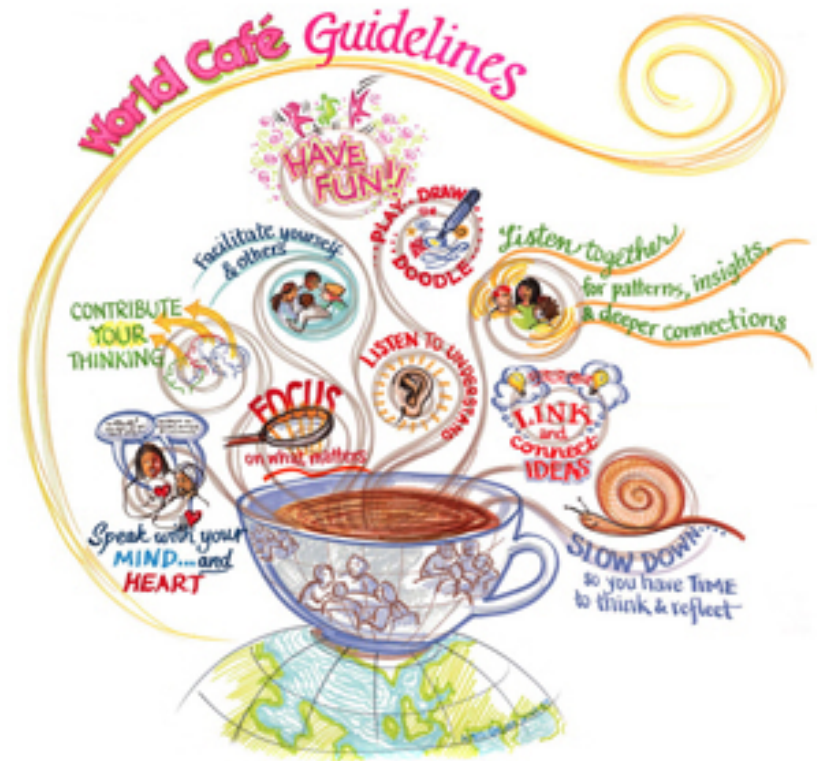
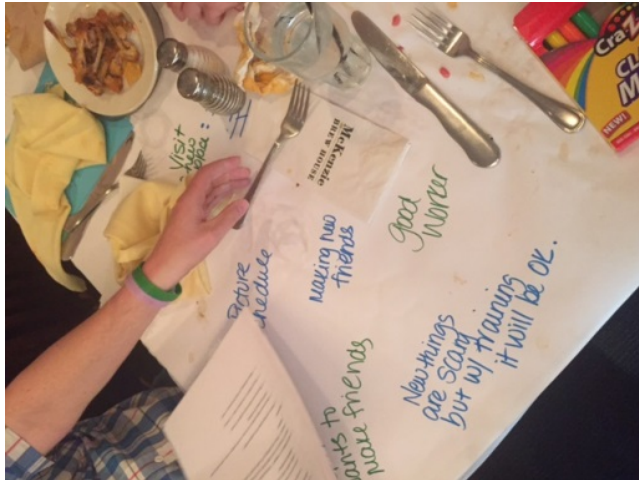
Where: Yellow Springs  
2593 Yellow Springs Rd  
Malvern, 19355  
610-647-4309

PLEASE RSVP BY CALLING [1-888-798-3883](tel:1-888-798-3883) EXT 2432 AND LEAVE A MESSAGE DETAILING WHICH MEETING YOU WOULD LIKE TO ATTEND. IF YOU CAN'T ATTEND ANY OF THESE MEETINGS PLEASE LET US KNOW AND WE WILL ORGANIZE AN INDIVIDUALIZED OPPORTUNITY TO DISCUSS THIS INFORMATION.

List of Stakeholders

- Individuals
- Families
- DSPs
- Residential Staff
- Funders
- Educators
- Board Members
- Community Businesses
- Open to the Public

# Then this happened



Dinner and Info... World Café Model

# And this...

- We finally got to 20!
- We had a pizza party celebration honoring participants
- Trailblazers, mentors, leaders
- Why was buy in tough?



# Social Capital

- Lots of ways to build social capital. Develop relationships.
- Relationships are key to employment





# Talking to Teams & Getting Funding

- Person Family Waiver- no room in budget
- ATF and OVR a constant struggle
- Red tape...lengthy process
- Difficult to maintain momentum

# Dreams of Work

- Ralph's and Naomi- a Halloween Story

Holding space for a pic of Naomi and Ralph

- Rodney- so excited about work. He asks everyone if they're hiring.

# Career Planning

Person centered planning, discovery, work experiences are all vital to helping people figure out their job dreams.



But...Its not always what you think. Westley's story.

# Peter's story

To Whom It May Concern:

I would like to recommend Peter Dowd for employment at Redner's Warehouse Markets. Peter visited our Redner's in March as part of a volunteer opportunity. He stocked paper products and cereal. He was careful to stock items in the exact location they were supposed to go. He showed genuine enthusiasm and a positive attitude in every task. Peter had excellent customer service skills. He showed this by greeting customers, assisting them in the aisles and excusing himself if he was in their way.

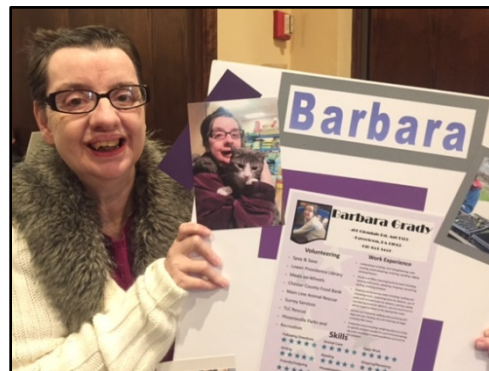
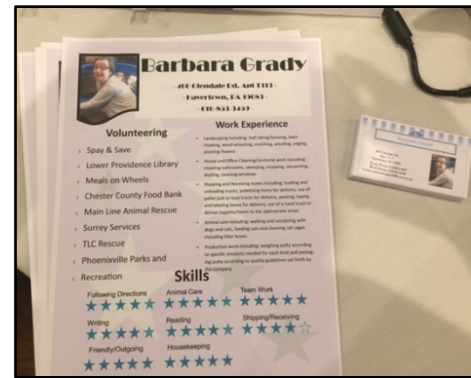
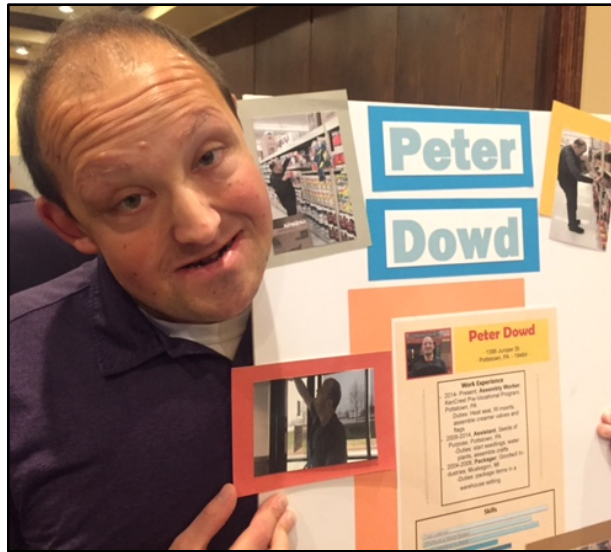
With Peter's hard working attitude, he will be an asset to any Redner's that he applies to. Please consider his application for employment at your location.

All the Best,

Tim

# Reverse Job Fair

## What is a Reverse Job Fair?



# Conclusions

- Moving 20 people from 1 program to another at one time gets complicated.
- One person at a time makes sense.
- Utilize opportunities for open conversations with your stakeholders.
- The World Café Model is really fun.
- Funders may not be ready to keep up with you...that's OK. Just focus on team and keep moving forward.

# Contact Us...Please!

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