Supported Employment Transformation
Who is CRVI?

- History of Crystal Run Village, Inc.
- Provider of Services in Orange, Rockland and Sullivan Counties
- We serve approximately 550–600 people in total
- Services: Residential, Day Habilitation, Community-based programs
Change in Approach

- New Directions… New Lives Initiative
- Employment focus
Areas where adjustments were necessary

- Heavy caseloads (10–20 people at one time)
- Scheduling with other community based services
- Challenges in recruiting dedicated staff
- Discovery process needed more development
Developed a manageable plan for each job coach

Increased frequency of communication

Now hosting 3 Job Readiness Training sessions per month
Key contributions to success

- Person-centered approaches are used
- Embed creativity and efficiency into processes
- Always seeking to create connections
- Recognizing and rewarding success stories
- Constant and open communication between CRVI and OPWDD ETP Supervisors, Grady Miller and Bryan Bishcoff
Pathway to Employment: The Key to Success

- In depth discovery process and reasonable time frame for discovery (up to 1 year)
- Bi-weekly on site classes are held
- Individuals experience an actual day of work and build stamina
- Provides a structured program that leads to a clear vocational path for the future
Creating Community Connections

- Cold calls, walk-ins and handing out materials at events
- Personal connections with family and friends
- Continuous follow up with potential connections
- Emphasizing ETP wage incentives, Work Opportunity Tax Credit (WOTC)
Questions?

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