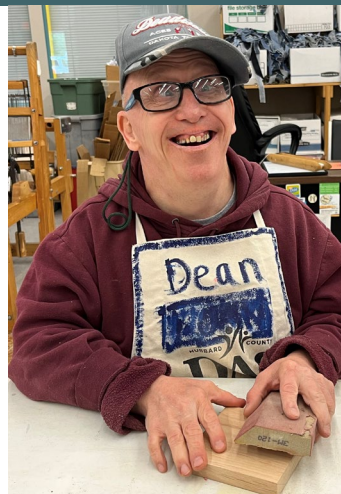




**Providing Choice
In Day Support and Employment**

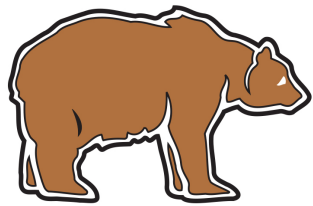
DAC Options



- Day Supports
 - Center Based
 - Community Based
- Prevocational Services
- Community Supported Employment teams
- Competitive Integrated Employment
- Employment exploration
- Employment development
- Center Based Supported employment-ES
 - Confidential shredding
 - Fire starters
 - Rugs
 - Buttons
 - Wood projects
 - Office support
- Exercise and Physical Therapy
- Music Therapy, Art and Theater programming
- Social recreational activities
- Transportation
- Community Integration
- HIRE Program/PreEts/LUV



Competitive Jobs in the Community



**Bearly Used
Thrift Store**

Supported Employment in a
community store

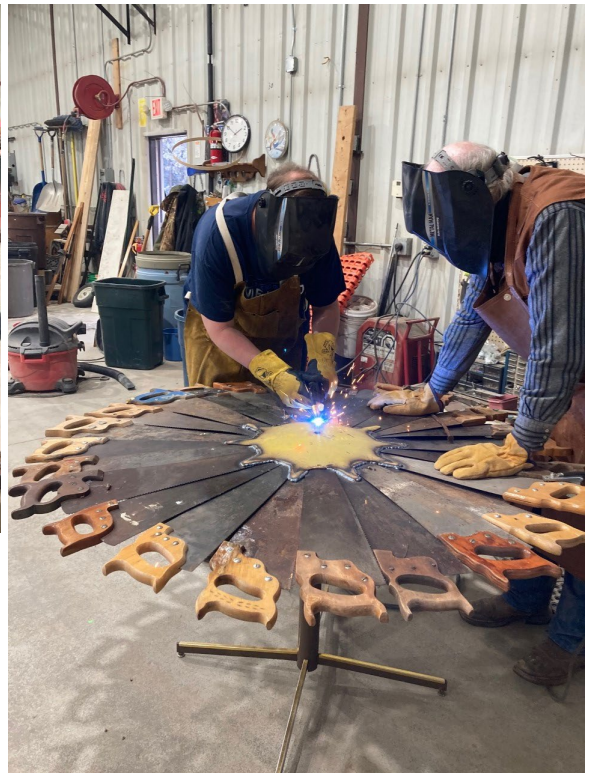
Prevocational training and Employment for individuals with pervasive mental health issues



★ *The Tin Ceiling* ★

A Taste of Honey, a Touch of Class & Lots of Funk





Supported Employment
in a community store

DAC
SALVAGE DEPOT



Welding Classes

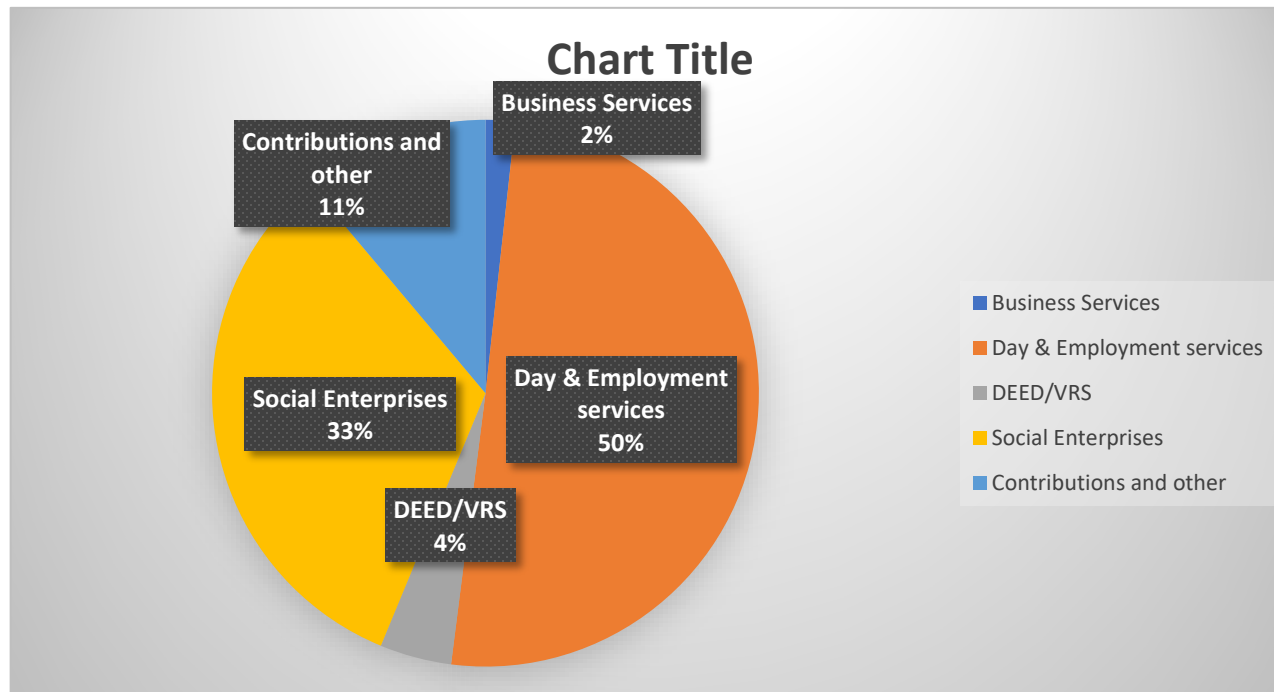


Community Activities & Volunteering

HCDAC, Inc.

- Currently serving 71 individuals
- 28 individuals paid special minimum wage \$3.36 - \$6.83
- 4 individuals paid above Federal Minimum wage \$7.25 – \$10.32
- Individuals work 2 – 20 hours per week with average of 12.5
- 36 individuals paid above Mn State Minimum wage - \$10.33+
- 3 individuals that do not work

HCDAC, Inc. Funding Model



Revenue Margin

- Business Services – 89%
- Day & Employment Services – 12%
- Social Enterprises – 17%
- DEED/VRS – 23%

HCDAC, Inc. Barriers

- Individuals:
 - Value their job and feeling of achievement and purpose it provides
 - Value earning a paycheck
 - Value Socialization of Center Based Work
 - Value the routine and job security
- Community Employers do not have skill set to support individuals
 - Will require training
 - High turnover rate in some businesses will be difficult for some individuals
- Transportation
 - Public bus has limited hours/range
 - Remote locations for work sites; i.e. resorts
- Difficulty finding year-round competitive work
 - Size of community
 - Tourism industry business closed October – May
 - Largest employers are union
 - Many small employers who only pay \$7.25

Business Model impact

- Hire more job coaches for assisting in community job sites
- Create model for training Community employers
- Transportation Options/funding
- Change in model for DAC Main work only ???
 - Continue making items
 - Create coop that would pay individuals for items sold
 - Pay minimum wage and work less hours
 - Another social enterprise to increase employment options and cover costs for staffing and wages
 - Exploration of alternative wage models and disability accommodations
 - If in house work is not an option; then what?

Resources needed to transition to competitive employment

- Currently working toward CARF certification
 - Exceeded LUV in 14 months
 - Hire additional community employment consultants
- Transportation funding
- Training for family/staff/client employees
- Outlet for products community has grown to request
- Make our businesses eligible for Employment Supports, etc.
- Customized training for rural areas
- Funding for skills training for displaced workers



Come for a tour
See why people are so happy



Questions?