

PA Homes Consolidations FAQ's

1. What happens if an individual moves and if after being there it is noted to not be a good fit?

In coordination with our person centered model, planned follow ups will occur to ensure the success of the moves and address needs as they arise.

2. Will the individuals and the staff get to visit homes before the move?

With the increase of Covid rates rising what precautions will be taken with the visits to the homes?

When feasible individuals will and have visited homes they will be relocated to. Virtual visits are also being coordinated.

3. What if families do not like the house someone is supposed to move into?

Team meetings are scheduled and follow up with all involved is apart of the established process.

4. We were told to complete assessments to voice out opinions such as keeping some individuals together and many are still separated?

While feedback was collected and reviewed, all assessments were specific to the individual(s) being considered.

5. What if you are not placed in a position you already have and cannot do a different shift, will you get some type of leaving compensation? What if the houses are fully staffed, will our shifts be secured?

No jobs will be eliminated as a part of our consolidation plan. Your management team will work with you to find a suitable work site and position.

6. Will the PM's get another home if they are losing a home?

Yes

7. Can you provide a list of houses with openings so staff can decide where they want to go?

A list of re-assignment possibilities will be provided during your follow up discussions with your Director, AD, and/or PM.

8. How will the staff maintain their PM if they are being transferred to another site?

Your Program Manager may remain the same if you are reassigned to a house that they supervise. If you are re-assigned to a home with a different Program Manager, then you will have a new supervisor.

9. Any chance of reopening homes that were shut down?

There is no intention of re-opening any of the homes identified for closure at this time.

10. If a lead is moving into a house that already has a lead, who is going to step down?

If there is more than one Lead in a home, a follow up discussion will be scheduled with the Director and the Assistant Director.

11. What if we receive a client and no additional staff want to come?

The purpose of this consolidation plan is to ensure the effectiveness of staffing throughout all areas of the agency. Please continue to work with the scheduling team.

12. How were the homes identified for this consolidation?

Housing closures were identified based on criteria established in our housing portfolio. For example, staffing needs, accessibility, and geographic location.

13. How were the residents identified for this consolidation?

Some were due to house closures, requested changes, and physical accommodations following a person centered approach.

14. Will there be a pay increase with these moves?

KenCrest is focused on increasing our direct care staff wages through continued advocacy efforts.

15. What is our role as a Direct Support Professional?

As professionals it is our responsibility to remain person centered and work towards achieving a successful meaningful life for our residents.