

# March Newsletter



## From the Desk of the CEO:

What a busy yet fun month at RT! Each March we celebrate DD Awareness & Advocacy Month. This year, we changed it up a bit by asking families to share their experience from when they learned that their child had a disability to how it positively impacted their family and how RT supports their child today. To see these stories, check out our Instagram or Facebook page!

RT employees submitted written testimony to the State House before the Finance Health and Human Services Subcommittee to advocate for increased funding to our services. Increased funding would help bring DSPs to a wage that adequately supports their families which is so desperately needed. I was able to attend a hearing in person where testimony was received. It was heartbreaking to hear persons served and parents struggling with necessary supports due to lack of staff.

St. Patrick's Day was a fun day to remember! Thanks to Staff Council, we had a scavenger hunt that led you to a pot of gold. Talk about getting in your cardio. This scavenger hunt consisted of 22 clues around the building!

Next month, we have our DSP In-Service Day. I always look forward to it!

**EXPLORE.**

**EMPOWER.**

**ENGAGE.**



# DD AWARENESS & ADVOCACY MONTH

In 1987, President Reagan recognized March as Developmental Disabilities Awareness Month to increase “public awareness of the needs and the potential of Americans with developmental disabilities” and to provide the “encouragement and opportunities they need to lead productive lives and to achieve their full potential.” This campaign seeks to raise awareness about the inclusion of people with developmental disabilities in all facets of community life, as well as awareness of the barriers that people with disabilities still sometimes face in connecting to the communities in which they live.

**TO SEE FULL STORIES, CHECK OUT OUR SOCIAL MEDIA PAGES!**



Meet  
**JENNY**



MEET  
**Greg**



Meet  
**JESSIE**



MEET  
**KATHY**



MEET  
**KELSEY**



MEET  
**JOHNNIE**



Meet  
**Josh**



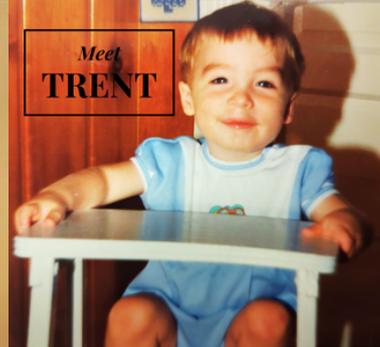
Meet  
**LARENZO**



Meet  
**ZACH**



Meet  
**TIM**



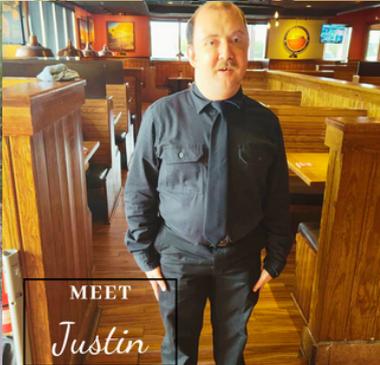
Meet  
**TRENT**



MEET  
**Conner**



Meet  
**BETH**



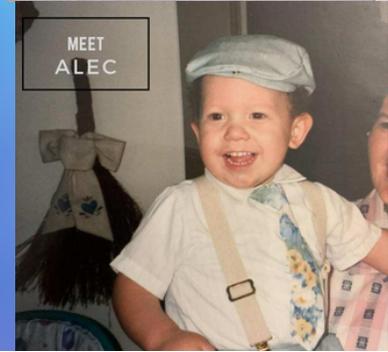
MEET  
*Justin*



Meet  
**AMANDA**



Meet  
**BRET**



MEET  
**ALEC**



Meet  
**BRITTON**



Meet  
**Crystal**



MEET  
**CHARLIE**

Mon

Pajama

Tue

SPORTS APPAREL

Wed

Shades/Hat

Thu

Mustache

Fri

Your Best Green



# SPIRIT WEEK

St. Patrick's Day was celebrated for the entire week this year, starting with Spirit Week and ending with a Scavenger Hunt (22 clues) to reach the pot of gold at the end of the rainbow.



## New Community Partnership

RT recently partnered with NCT Technologies Group, a metal fabrication company in Dayton, to assist them with a short-term project. We are excited to utilize this partnership to prepare people with developmental disabilities for employment. This job is tasked with making boxes and strategically placing a specific amount of parts in each box.

These relationships with local businesses are mutually beneficial for both parties involved. Businesses are having difficulty with retaining employees due to the workforce crisis. Working with RT is an alternative solution to the hiring process that is good for their business. We provide a supervisor, also known as an Employment Discovery Specialist and the specific number of people needed to work onsite at the business.

RT was established as a sheltered workshop helping people prepare for employment in the community. In recent years, we have stepped away from providing these pre-employment supports in our building and moved them onsite at local businesses. This service is known as Group Employment Support. It gives each person real work experience, while being paid and receiving pre-employment training supports.





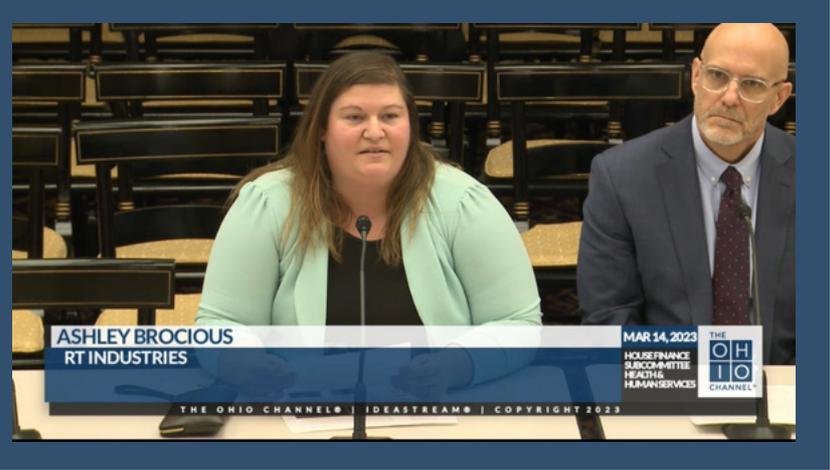
Amy, Community Engagement Specialists is excited to work at RT because she love working with people and she wants to help people grow and encourage them!



Heather, Community Engagement Specialists is excited to work at RT because she believes it will give her a sense of gratitude. She will be happy and enjoy working here!



David, Employment Discovery Specialists is excited to work at RT because he really enjoyed his time working here in the past!



## CEO TESTIFIES AT THE STATE HOUSE

Ashley Brocious, CEO of RT Industries testified before the Ohio House of Representatives' House Finance Health and Human Services Subcommittee hearing on March 13. Brocious shared about the importance of state legislators voting to invest additional funding into the DD (developmental disabilities) system for the

24/25 Ohio Budget. This funding increase in vital to bring Direct Support Professionals (employees who support people with developmental disabilities) to a wage that adequately supports the needs of their families. The Medicaid Reimbursement Rate has not budged since 2007 in the Ohio budget. Only action from state leaders can solve this issue.

Brocious shared in her testimony, "On average, 46.2% of applicants have declined our employment offers due to our low wages and much less responsibility in other career paths. In today's job market, we are seeing that applicants want to negotiate higher starting wages when offered a position however due to our stagnate funding, we have strict parameters on what we are able to offer." She also stated, "The harsh reality is that companies like RT, are not sustainable without these necessary budget increases."

To learn more about the DD Crisis and how you can help, please visit [ohioddcrisis.com](http://ohioddcrisis.com). Let your voice be heard!

Follow us on Facebook today!



# Open **POSITIONS**



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<http://www.rtindustries.org/jobs>

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(937) 335-5784



**EXPLORE. EMPOWER. ENGAGE.**

### Employee Testimonial

"First and foremost, I love my job! While the type of work is difficult, the experiences and relationships I have acquired over the years have given me great joy.

I have developed close friendships with people receiving services. The genuine level of happiness I feel to be part of people's lives and seeing them experience employment is a reward like no other job." Michelle Duley, Employment Services & Facilities Director



### Why work for RT?

- ★ Fulfilling Career - make a difference in someone's life.
- ★ Each day is different.
- ★ Employee Snack Bar
- ★ People genuinely care about you!
- ★ Fun atmosphere
- ★ Chances to win prizes during activities (PTO, meals, & gift cards).
- ★ Did we mention, we have snacks?!

MARCH | 2023