

Dynatron Incorporated Biennial Report
October 6, 1978 - October 1, 1980



An affiliate of the Specialized Training Program

Board of Directors

Charlie Dyer
Blair Fredstrom
Emily Moore
Bill Custer
Mike Olin
Paul Reynolds
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Nancy Landis
Anne Keast

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Vice President
Secretary
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Member
Member
Member
Member

Staff

Dennis Sandow
Lisa Comini
Diane Gibson

Director
Production Manager
Program Manager

On October 6, 1978 Dynatron, then Creative Opportunities, first opened it's doors. After many long months of planning and organizing, Dynatron's Board of Directors had received start up funding from the Mental Health Division. If the Board's objectives were met, Dynatron would serve twelve moderately-profoundly handicapped adults as a long term employer, sub-contracting electronic products.

The Board of Directors had chosen this mission as a result of searching for effective direct services that would reduce Dynatron's dependence on taxpayers support. Dynatron entered into a support contract with the Specialized Training Program, located at the University of Oregon, in order to help develop such services. The Specialized Training Program had developed research that indicated that severely mentally retarded adults could earn non-trivial wages in electronics assembly via direct service technologies developed by research staff.

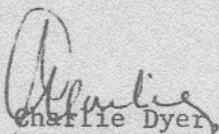
The contract between Dynatron and the Specialized Training Program gave Dynatron staff and Board two years of technical support, after which, Dynatron would be self-sufficient in all programs and business operations. The Mental Health Division afforded two staff positions between 10/6/78 and 6/30/80 and budgeted a third staff position starting on 7/1/80. With the support of the Association for Retarded Citizens of Central Oregon and the excellent assistance of the STP staff, Dynatron was capable of achieving significant gains in its missions objectives.

We submit the biennial report to the consumers of our services. Our handicapped employees, their parents/guardians, advocacy groups and governmental liasons may utilize the following data in obtaining more productive, accountable and humane services for mentally retarded adults. We invite response to the following report and hope that your perusal will remain an active agent in the growth of Dynatron.

Sincerely,



Dennis Sandow, Director



Charlie Dyer, President

PEOPLE SERVED AT DYNATRON

MISSION

The social service technology developed at the Specialized Training Program and replicated as Dynatron targets the long term employment of severely handicapped adults. The Board of Directors also limited the number of clients to twenty, in order to maintain capabilities for individualized training and planning.

PROGRESS

Currently, Dynatron serves twelve handicapped adults. Eleven of the clients are employed as electronics assemblers and one client is being trained for computer operation. On July 1, 1980 an expansion grant was obtained and by January 1, 1981, Dynatron will be serving sixteen handicapped adults.

The average age of a Dynatron assembly employee is 36 years with an age range of 20-62. The average Intelligence Quotient is 30 with an I.Q. range of 20-63.

FUTURE GOALS

There are three goals related to the people Dynatron serves:

1. To continue to serve the most severely handicapped adults referred to Dynatron.
2. To offer to provide day services and long term employment to Deschutes County residents currently being held at Fairview Training Center and Eastern Oregon Hospital.
3. To develop appropriate objectives for those referrals not appropriate to a long term employment model.

Habilitation & Advocacy

MISSION

The Board of Directors of Dynatron felt that the public funding of the program reflects the communities' support of our endeavors. As a result of this philosophy Dynatron views public and individual accountability as a primary program goal. The consumers, taxpayers as well as handicapped adults, should be able to assess data tracking overall shop operations.

PROGRESS

Publicly, Dynatron displays data reflecting: shop productivity, time in production, time in training, shop revenue, handicapped employee's gross wages and Dynatron's net working capital. It is our intent that the communities' citizenry and leaders can evaluate the current and historical performance of the program by tracking such data. We also hope that agencies, such as Dynatron, will continue to become more accountable to their respective funders.

Individually, Dynatron endorses and practices the intent of Public Law 94-103, or, the Civil Rights Act for the Handicapped. Besides obtaining the same rights and benefits as professional staff, (i.e. paid vacation/sick leave), each employee also has an Individual Habilitation Plan. Before Dynatron begins training in any area, a plan is presented to an advocacy committee made up of the handicapped adult, guardian, relative, shop personnel and MR/DD case manager. The committee, with community representatives in the majority, approves, questions and/or disapproves each individual objective for each employee. If at any time a committee member questions Dynatron's performance for an individual they simply call the meeting back to order for re-assessment. After the IHP committee agrees to a set of objectives, every objective is publicly posted along with the employee's growth and/or regression. Training services and the principles guiding training decisions are reflected in Figure 1.

FUTURE GOALS

There are four goals in habilitation and advocacy services at Dynatron:

1. Continue to foster consumer advocacy through public awareness and individual programs.
2. Maintain 10-15% of an individual's time in habilitation training.
3. Advocate for the utilization of PL 94-103 in programs for handicapped adults.
4. Advocate for long term employment at Dynatron of Deschutes County residents now held at Fairview Training Center and Eastern Oregon Hospital.

TRAINING SERVICES PROVIDED

Independent Transportation	Vocational Training
Numeral Recognition	Reading
Street Crossing	Shopping
Independent Recreation	Banking
Communication	Personal Hygiene
Voter Registration	Budgeting

PRINCIPLES GUIDING TRAINING

Centered in consumer advocacy, Dynatron has adopted general principles that serve to guide training decisions. All formal training programs are individualized to each handicapped employee. Before implementation, programs must meet the following criteria:

- 1) Be age appropriate
- 2) Be functional to the individual
- 3) Serve to integrate employee into the community
- 4) Be accepted by the employee and an advocacy committee.

After a joint decision has been made to adopt a training program the data generated as a result of training is publicly posted in order to facilitate future decisions related to training programs.

Across all employees, those with the most severe skill deficits are prioritized to receive training attention. (Figure 1)

VOCATIONAL SERVICES

MISSION

The Board of Directors of Dynatron considered their involvement in the business aspect of the program most crucial. Their two year objective was to develop and operate a self-sufficient electronics sub-contract shop which employs severely handicapped adults. This philosophy not only provides services in the most "normal", or adult like setting, but, also contributes to the dignity of the handicapped by allowing them to enjoy the same world of work that their age group associates with.

PROGRESS

Since opening Dynatron, handicapped employees have been trained to independence on fourteen sub-contract products across six manufacturers. Products, manufacturers and their documentation follow on (Figure 2.)

National surveys, Whitehead (1979), describes the monthly take home pay of mentally retarded clients as being \$35.00. The eleven handicapped employees of Dynatron earned an average of \$70.00 per month during Dynatron's 1st two years. The Commercial operations summary, (Figure 3), depicts total wage and revenue data.

During the month of July, 1980 Dynatron demonstrated it's self-sufficiency in business operations. A market analysis done by Dynatron staff resulted in staff sales, bid and procurement of a computer printer cable. Once the cable was obtained Dynatron staff successfully engineered the cable, trained handicapped employees and maintained quality standards to the customer's satisfaction. Recently Dynatron has been requested to increase its volume of cable harness assembly by 250% per month.

FUTURE GOALS

There are four goals related to vocational services.

1. Increase the productivity of the handicapped labor force.
2. Serve a wider customer base necessary for long term financial solidarity.
3. Continue to prioritize vocational training to the most severely handicapped employee of Dynatron.
4. Increase monthly take-home average by 15-25%.
5. Increase employee's time in production to 80-90%.

SUB-CONTRACTED PRODUCTS

SWITCHING DEVICES

Oscilloscope cam switch acuator

CABLE HARNESS

Tektronix laced cable harness
Computer printer crash stop cable
Radar gun power supply cable

PRINTED CIRCUIT BOARDS

Power Supply for blood pump in dialysis machine
Control board for blood pump in dialysis machine

MANUAL ASSEMBLIES

24 bearing chain saw sprocket
16 bearing chain saw sprocket
Dogbone bearing saw sprocket
Peanut bearing saw sprocket
Component crimp
Component vise cut
Syringe modification
Component fixture bend

SUB-CONTRACT CUSTOMERS

Drake-Willock Company
Hewlett-Packard
Intel
Omark Industries
Tektronix
Morrow Company

(Figure 2)

MANAGEMENT

MISSION

Since its inception the Directors have managed and been solely responsible for the operation of Dynatron Incorporated. Their collective mission was to replicate the technology developed at the Specialized Training Program, offer quality vocational services to severely handicapped adults in Deschutes County, operate a program not dependent on Philanthropic funds, base decisions on data generated by handicapped employees rather than pre-conceived notions, and to significantly decrease handicapped employees dependence on state welfare systems.

PROGRESS

As discussed in the Vocational Services section Dynatron is totally self-sufficient in the operation of an electronics assembly sub-contract shop. In 8/78, the Association for Retarded Citizens of Central Oregon donated \$1,000 to Dynatron for start up assistance. In July, 1979 the ARC of Central Oregon donated \$3,000 towards the purchase of a TRS-80 Computer. The ARC of Central Oregon has been the sole source of donations to Dynatron and we hope that services their support has fostered is an adequate return on their investment.

The information system developed at the University of Oregon's Specialized Training Program by Shawn Boles Ph.D., enables the Directors of Dynatron to make objective, data based decisions. The system, run by the TRS-80 computer, currently gives the Directors and staff information on production, production scheduling, finances and overall shop/employee reports. Dr. Bole's work has literally made it possible for Dynatron to produce the outcome within this report with three full time staff.

The wages and commercial revenue has reduced employees dependence on social security and SSI, as well as, made Dynatron financially independent of fund raising activities in the community. (Figure 4). We feel that this is important if projects unable to internally produce revenue are to continue in Deschutes County. The following depicts community perusal of Dynatron's data.(Figure 5).

FUTURE GOALS

Dynatron has four goals related to Management.

1. Insure the Board is adequately occupied with professionals necessary for proper management.
2. To increase Dynatron's financial independence, beyond 30%.
3. To continue to serve Deschutes County's severely handicapped population.
4. To continue to represent our handicapped employees as adults accomplishing significant electronics assemblies rather than representing them as weak, defective retardates needing segregative services.

COMMERCIAL OPERATIONS SUMMARY
10/06/78-10/01/80

Gross Revenue	\$34,056.00
Gross Wages	\$18,630.00
Average monthly revenue	\$ 1,419.00
Average monthly payroll	\$ 777.00
Average monthly take home pay	\$ 70.00
Average percent time in production	60%

(FIGURE 3)

BUDGET INFORMATION SUMMARY
10/06/78-10/01/80

Mental Health Division fees for service	\$80,208.00
Commercial Contribution	\$34,056.00
Donation (ARC of Co.)	<u>\$ 4,000.00</u>
Total	\$118,264.00

Commercial Contribution to total Mental Health Division and Commercial revenue	29%
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(FIGURE 4)

TOM THROOP
DESCHUTES AND EASTERN KLAMATH COUNTIES
DISTRICT 54

REPLY TO ADDRESS INDICATED:

☐ HOUSE OF REPRESENTATIVES
SALEM, OREGON 97310

☐ P.O. Box 643
BEND, OREGON 97701



COMMITTEES
MEMBER:
ENVIRONMENT AND ENERGY
REVENUE

HOUSE OF REPRESENTATIVES
SALEM, OREGON
97310

Dear Colleague,

I recently had the opportunity to visit the Specialized Training Program in Eugene, and its affiliate, Creative Opportunities, in Bend. Both are work activity centers for moderately, severely, and profoundly handicapped adults with I.Q.s from below 10 to 35.

The programs are quite impressive, and if you are near 1590 Williamette in Eugene, or 2055 N.E. 1st in Bend, I would encourage you to visit.

These two work activity centers deinstitutionalize, prevent institutionalization, and reduce the need for public assistance for their clients by teaching sophisticated technical assemblies and allowing workers to earn a non-trivial income.

Cost analyses comparing this program to the typical service model of institutionalization and/or "welfare" support should be available within a year. Initial figures look promising. In 1978-79, Creative Opportunities in Bend spent \$23,672 in state Mental Health dollars and generated \$7,621, or 24% of its total budget in production revenues. To date for 1979-80, state Mental Health dollars amount to \$20,736, and the program, by January, had already generated \$10,727, or 34% of its total budget in production revenue.

From its inception, Creative Opportunities has paid \$9,173 in wages to twelve handicapped adults, allowing these clients to become more self-reliant, financially and socially. In December, 562 aggregate hours were worked, while \$983 were earned in wages. The average hourly rate was \$1.75 per hour, \$1.17 more than the average hourly earnings of mildly handicapped adults according to a 1978 Department of Labor study.

Private enterprise has been especially cooperative. Component parts assembly for dialysis machines, occiloscopes, radar guns, chain saws, and Tektronix instruments is among the impressively productive activities for these severely handicapped adults whose I.Q.s range from below 10 to 35, as I said above.

These two programs are very impressive, from both human and financial perspectives. I am hopeful you will become acquainted with another Oregon effort to serve the less fortunate in a more responsible and less costly fashion.

Thank you for your time.

Sincerely,

A handwritten signature in dark ink, appearing to read "Tom", written over a horizontal line.

REPRESENTATIVE TOM THROOP
District 54

cc: The Honorable Victor Atiyeh
Mr. Leo Hegstrom