

Resource Ownership

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Purpose:

To inform staff that resource ownership can be used as an option for consumers to achieve their employment outcome.

Rationale:

It can be considered when other traditional and customized job development efforts have been unsuccessful or when the consumers employment needs will best be addressed through use of the strategy. Prior to approval of a Resource Ownership opportunity, review and approval is required of the WDA Director.

Resource Ownership:

Resource Ownership is the creation of a job match for a consumer, which is consistent with the consumer's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, through the purchase of equipment and/or materials creating an opportunity for an individual to be hired by an employer. Through the consumer coming to the business with the equipment and/or materials the consumer is meeting an employer's unfulfilled business need, creating the potential for a larger customer base, and/or allowing the employer to offer a new service to existing customers.

The consumer is the owner of the equipment; operates the equipment for their employment; and, the consumer is considered an employee of the business. The consumer may have other assigned duties as well.

The focus of resource ownership should be on meeting the consumer's employment needs through good job development. Staff should use caution to ensure the consumer is protected against exploitation and to not use this method as a way to "buy a job" for the consumer.

Resource Ownership is NOT:

- Assistive Technology (although the equipment could also meet the assistive technology needs of the consumer)
- Tools and Equipment
- Business within a Business
- Self-Employment

Examples of Resource Ownership:

- Purchase of a drapery steam cleaner for the consumer to operate to meet an unfilled need of a custodial service company, creating a job for the consumer and an additional service for the employer to offer to existing customers.
- Purchase of a laminator for the consumer to operate at a print shop, which allowed the shop to provide this service in-house, creating a job for the consumer.

- Purchase of a carpet cleaner for the consumer to operate, creating a position at a new car detailing business.
- Purchase of a cart to hold cleaning supplies and computer equipment to scan VIN barcodes, creating a position for the consumer at a local car dealership and freeing up other staff to concentrate on sales.

Funding for Resource Ownership:

As with other services DVR purchasing policies apply (e.g. comparable benefits, least cost option to meet the consumers need, fee schedule, and delegated spending, etc.). Comparable benefits for this type of purchase may include: Family Care; long term care funding; and IRIS funding. It is possible to negotiate some cost sharing between funding sources. A consumer can also voluntarily contribute towards the funding of the equipment (e.g., Plan for Achieving Self Support (PASS), IRWE, private pay).

Setting up a Resource Ownership Agreement:

An agreement with the employer should be simple and approximately one page. The criteria required to be examined and addressed in a written agreement are:

- The consumer is an employee of the business. Hire date, wage, hours worked, title, and work duties/tasks.
- Equipment and/or materials the consumer is contributing.
- The consumer is the owner of the equipment and/or materials.
- If the consumer is terminated, laid off, or leaves the employment the employee may choose to keep the equipment or offer the employer the first right of refusal to purchase.
- The employer is required to purchase the replacement of the equipment/ and or material after its usable life, and make repairs once the equipment/ and or material leaves its original warranty.
- The employer needs to assume responsibility for the insurance (fire, theft, natural disaster, etc.), maintenance, one time use supplies and operational expenses of the equipment.
- The employer needs to accept typical liability as would other equipment and employees.
- The employer will not be responsible for the initial training for use of the equipment by the consumer.
- An explanation of what level of use will occur when the specified employee is not using the equipment.
- Signatures of employer and consumer.

Approval of Resource Ownership Opportunities:

As early in the process when resource ownership is being discussed the WDA Director should be consulted for review and approval. The Director should complete their review within five (5) business days and document their decision in IRIS. This review and approval will ensure the process is being used as intended, allow for tracking, and continual improvement. The WDA Director may consult with the Policy Analysts as needed on these cases.

Additional resources on Resource Ownership:

Resource Ownership: An Introductory Brief for Customizing Employment:

http://www.griffinhammis.com/publications/Resource_Ownership_Brief.pdf

This guidance piece was developed, adapted, and copied from Griffin, C.C., Hammis, D. & Geary, T . (2007). *Resource Ownership Self-Determined Economic Development; The Job Developer's Handbook*. Baltimore, MD: Brookes Publishing. Resource Ownership™ is a trademarked term.