

Center Based Employment



ASPIRO offers many different paid jobs such as assembly, collating, recycling, specialty piece work, pack & re-pack, and sewing. Positions may also be available in ASPIRO's maintenance, kitchen and laundry departments. Each client will work with a Service Coordinator to develop and evaluate their goals and a work supervisor to assist with work duties. When not working, clients participate in work ready classes.

In addition to working, clients can become involved with ASPIRO's recreation activities and leagues. Evening and weekend activities are also offered throughout the year, including Thursday Night Activities, bowling, softball and others.



Commensurate Wage – How Clients Are Paid

1. Annually, an annual wage survey is completed of for-profit companies doing similar work in our geographical area. This is done to determine the average, or prevailing, rate companies pay their experienced workers for each job ASPIRO expects its own workers to do.

For instance, three area companies are surveyed to determine their hourly pay rate for experienced workers to assemble packets. The company responds with \$8.25, \$8.30 and \$8.35 per hour. The average of those wages is \$8.30 per hour.

2. Determining the Piece Rate – ASPIRO conducts a time study to find out how many pieces three people *without* disabilities can assemble in 20 minutes. By dividing the total number of pieces completed by their combined 60 minutes of work, the average time to assemble each piece can be determined.

So, going back to our example, in those 20 minutes the people completed 38, 40 and 42 packets respectively. Based on this, we can determine it takes an average of 30 seconds to assemble one packet.

3. One provision put into place to protect workers in a piece rate pay system is a requirement to grant a minimum 15 percent production downtime allowance for each hour people work for personal fatigue, bathroom breaks and material restocking. Because 15 percent of 60 minutes is nine minutes, for simplicity ASPIRO rounds this to ten minutes. This provision actually serves as a *double benefit* for workers. Not only does it account for potential downtime when determining the piece rate, it enables workers to earn more money because of the extra 10 minutes each hour they can potentially work should there not be any downtime issues.

Again, going back to our packet assembly example, to determine the final piece rate of an assembled packet we calculate using a 50 minute hour, or 3000 seconds, and divide that by the number of seconds to assemble each packet. This tells us it is reasonable to expect a person without disabilities to assemble 100 packets every 50 minutes. So, by dividing those 100 packets into the prevailing wage of \$8.30 per hour, we establish a piece rate of 8.3¢ per packet.

If a worker can only complete 40 packets per hour, he or she will receive \$3.32 for those 40 packets for that hour. If another worker is very adept at this type of work and can complete 125 packets, he or she will earn \$10.38 for that hour.