

Austin: A Newfound Confidence



EMPLOYER: QFC, Bella Bottega
in Redmond

JOB TITLE: Courtesy Clerk

MAIN JOB TASKS: Austin bags groceries at the check lanes, retrieves shopping carts, and replaces go backs throughout the store

AVERAGE NUMBER OF HOURS PER WEEK: 20-25

LENGTH OF TIME ON JOB: 10 months

PERSONAL GROWTH: Successfully meeting the expectations of his employer, Austin has gained independence on the job. This success is expanding to all aspects of Austin's life as he becomes more self-reliant at home and in the community.

WHAT MAKES THIS STORY UNIQUE:

As a valued and reliable employee who does excellent work, Austin's self-confidence has increased significantly contributing to his personal success.



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Janet: Turning Goals into Realities



EMPLOYERS:

- Fairway Independent Mortgage Corporation in Bothell
- Seneca Family of Agencies in Seattle

JOB TITLES:

- Marketing Assistant – Fairway
- Office Assistant – Seneca

MAIN JOB TASKS:

At Fairway Janet performs various receptionist duties such as labeling, mass mailings, data entry, and creating file folders and marketing material.

At Seneca Janet orders and restocks office supplies, creates binders, delivers mail, and supports other projects as needed.

AVERAGE NUMBER OF HOURS PER WEEK: 26

LENGTH OF TIME ON JOB: Fairway – 11 months, and Seneca – 4 months

PERSONAL GROWTH: Janet has found workplace communities where she adds value and can contribute to society in new and meaningful ways. Earning a consistent paycheck has also helped her develop a new sense of independence.

WHAT MAKES THIS STORY UNIQUE: Janet knew she wanted to work in an office AND work 20-30 hours per week. When one job couldn't achieve both goals, she got a second job! Her clear vision, commitment and determination paid off.



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Northwest Center
People of all abilities



Josiah: Building Relationships through Employment



EMPLOYER: Lowe's, Issaquah

JOB TITLE: Home and Garden Center Associate - Watering

MAIN JOB TASKS: Josiah waters the plants in the garden center and surrounding areas

AVERAGE NUMBER OF HOURS PER WEEK: 12

LENGTH OF TIME ON JOB: 6 months

PERSONAL GROWTH: The development of meaningful relationships with his co-workers is perhaps the most valuable aspect of employment for Josiah. His job has provided Josiah a new level of comfort in the community and increased confidence in his independence.

WHAT MAKES THIS STORY UNIQUE: *Josiah was raised in a small community and homeschooled throughout most of his life. For Josiah, employment is more than receiving a paycheck for his quality work; it is a new chapter of immersion in the community, where he can safely expand his community network.*



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Laura: Building Independence and Community



EMPLOYER: Holiday Kennels, Kent

JOB TITLE: Kennel Attendant

MAIN JOB TASKS: Cleaning all kennels in the cat boarding room, and socializing with the cats

AVERAGE NUMBER OF HOURS PER WEEK: 10

LENGTH OF TIME ON JOB: 5 months

PERSONAL GROWTH: Laura has gained a better understanding of her own independence, and an increased level of self-confidence.

WHAT MAKES THIS STORY UNIQUE: *At first, Laura was tentative about accepting paid employment because she was concerned about the impact work could have on her extracurricular activities. It only took a brief period time before her disinterest in work changed to loving her job! Laura enjoys the work and now has an additional avenue to develop relationships and build a greater sense of community for herself.*



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Madison: Guiding Peers towards Success



EMPLOYER: Highline College: Student Services, Des Moines

JOB TITLE: Peer Navigator

MAIN JOB TASKS: Assists students with navigating the college campus, and building meaningful relationships with peers and community members

AVERAGE NUMBER OF HOURS PER WEEK: Up to 19 hours

LENGTH OF TIME ON JOB: 2 months

PERSONAL GROWTH: Through helping other students acclimate to Highline's campus and build relationships, Madison has more confidence in her communication skills. She enjoys being part of a team that embraces and celebrates diversity.

WHAT MAKES THIS STORY UNIQUE: *Madison utilized the support of a Peer Navigator to learn how to adjust to college life. She now has the opportunity to use the skills taught by her Peer Navigator and her strong advocacy skills to help other students have a great college experience. Madison achieved her goal of finding meaningful work which allows her to help others and be part of a community.*



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ISSAQUAH
SCHOOL DISTRICT 411

Margaret: A Perfect Fit!



EMPLOYER: Ellen Hutson, LLC,
Issaquah

JOB TITLE: Packaging Assistant

MAIN JOB TASKS: Assemble
thank you cards for customers,
which are included in every
order shipped out

**AVERAGE NUMBER OF HOURS
PER WEEK:** 3

LENGTH OF TIME ON JOB: 3
months

PERSONAL GROWTH: Margaret is not able to communicate verbally, but that did not stop her from getting her first paid job! She utilized an application packet with a visual resume when applying, and a visual portfolio to showcase her experience when interviewing.

WHAT MAKES THIS STORY UNIQUE: *Ellen Hutson, LLC had been considering bringing on a supported employee, and with Margaret they found a good fit. Margaret has a dedicated workspace which is integrated with other staff. Staff are eager to learn how best to communicate with her, and have meaningful interaction. She is earning a paycheck and gaining a new social community.*



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Matthew: Great Customer Service



EMPLOYER: Home Depot, Federal Way

JOB TITLE: Lumber Associate

MAIN JOB TASKS: Customer service, flat stacking all lumber, pulling lumber orders, loading customer vehicles, flagger for forklift drivers, maintain clean aisles for customers, and other duties as assigned

AVERAGE NUMBER OF HOURS PER WEEK:
27

LENGTH OF TIME ON JOB: 6 months

PERSONAL GROWTH: When Matthew began his job at Home Depot, he required support to locate items in the store. He also needed help learning how to deliver excellent customer service. Matthew learned how to navigate the Home Depot app, which can be downloaded by employees and customers, to help him find items within his department and storewide. The app became a natural support for Matthew to deliver great service to his customers.

WHAT MAKES THIS STORY UNIQUE: Matthew strongly advocated for a position where he could be move around and be active during his shift, as well as work within a team. He has received numerous acknowledgements from coworkers and supervisors for his excellent customer service skills and being a great team player.



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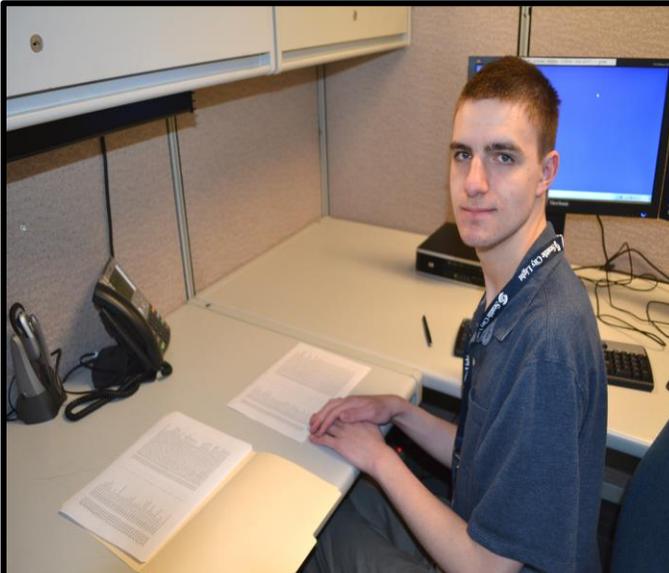
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Nathan: Perfect Match of Skills and Environment



EMPLOYER: City of Seattle

JOB TITLE: Office Maintenance Aide

MAIN JOB TASKS: Data Entry

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 7 months

PERSONAL GROWTH: Nathan's skills and abilities such as attention to detail, accuracy, consistency, amazing memory, and computer skills are assets to his employer. He started his position at 15 hours per week. Nathan did so well that the City of Seattle quickly increased his hours to 20 hours per week, which also provided him access to full benefits!

WHAT MAKES THIS STORY UNIQUE: Through Nathan's community based assessment, his employer was able to see what Nathan could do and create a position that utilized his skillset and met his support needs. The City of Seattle created a workspace for Nathan that limits distractions and too much stimulation. Nathan is able to focus and produce a great work product.



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Will'e: A Great First Evaluation



EMPLOYER: Seattle's Favorite Gourmet Cookies and Dessert Company

JOB TITLE: Bakery Production Crew Member

MAIN JOB TASKS: Preparing pans for batter, portioning dough, washing dishes, recycling and general cleaning.

AVERAGE NUMBER OF HOURS PER WEEK: 19

LENGTH OF TIME ON JOB: 4 months

PERSONAL GROWTH: Will'e is a valued team member at work and has gained a greater sense of independence and confidence as he has taken on more responsibilities.

WHAT MAKES THIS STORY UNIQUE: Will'e started his job only three days prior to graduation. At his 60-day evaluation he earned a raise, and has already seen an increase in scheduled hours. He may soon have the opportunity to work a fulltime schedule!



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Alex: Creative and positive



EMPLOYER: Compass Group

JOB TITLE: AV Assistant

MAIN JOB TASKS: Alex organizes and straightens conference rooms in multiple buildings.

AVERAGE NUMBER OF HOURS PER WEEK: 15

LENGTH OF TIME ON JOB: 12 months

JOB DEVELOPMENT: Alex has a love of music and an outgoing personality. This position allows him to work in the AV Department and be independent.

WHAT MAKES THIS STORY UNIQUE: *Alex is a very creative and positive gentleman, with a strong work ethic. This position provides Alex with the confidence and determination to be the best possible employee, while making meaningful contributions to his employer. The early hours allow Alex to work his second job at the Mariners and Seahawks games, and also to continue to make hip hop music in his spare time.*



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Alexis: Navigating life's challenges



EMPLOYER: Tutta Bella
JOB TITLE: Front House Staff; Prep
MAIN JOB TASKS: Alexis rolls silverware and puts together pizza boxes.
AVERAGE NUMBER OF HOURS PER WEEK: 1
LENGTH OF TIME ON JOB: 1 month

COLLABORATION: With an eye to the future, Alexis's transition program helped her to get her out into job-like settings in the community, including a weekly work experience at Tutta Bella – a very supportive and community-oriented business. DVR counseled the family and helped Alexis sign up for Access transportation. AtWork!'s partnerships with the school district, DVR and Tutta Bella is the reason Alexis has this meaningful opportunity in the community!

WHAT MAKES THIS STORY UNIQUE: *Alexis's family faced many challenges during the last years of Alexis's education, including the loss of her father. Despite this, she enjoys work and her success has helped her continue to grow and learn, navigating life's challenges with confidence.*



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Andrea: Greater independence



EMPLOYER: Microsoft

JOB TITLE: Café Attendant

MAIN JOB TASKS: Andrea maintains the cleanliness of the dining room area and tables. She also refills supplies at counters.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 12 months

PERSONAL GROWTH: Andrea's four older siblings inspired her desire to work, so that like them, she can live independently. Work gives Andrea the opportunity to explore life; exercising her independence, Andrea traveled alone by plane to visit relatives, she purchases her own clothing, entertainment, and gifts for others. Andrea has also learned to use public transportation and she initiates plans with friends on her own now. Andrea continues to expand her capacity for trying new things because she knows she can!

WHAT MAKES THIS STORY UNIQUE: *Previously, Andrea had not worked at a job more than 12 hours per week; now that Andrea has increased her hours to 20 per week, her days are full and she knows she is a vital part of the Microsoft community. Andrea is moving toward greater independence and the feeling of being like her siblings which, in essence, means she's been given the chance to have opportunities like everyone else.*



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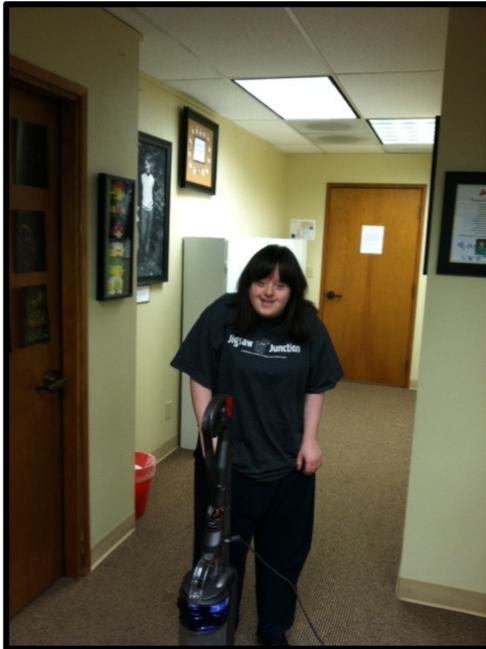


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Aubrey: Upbeat and positive



EMPLOYER: Jigsaw Junction

JOB TITLE: Sanitation Specialist

MAIN JOB TASKS: Aubrey cleans the facility, washes dishes and sanitizes toys.

AVERAGE NUMBER OF HOURS PER WEEK: 6

LENGTH OF TIME ON JOB: 24 months

PERSONAL GROWTH: Aubrey has become increasingly independent in some of her assigned tasks. She interacts with staff more frequently and more effectively. She is upbeat and positive while working.

WHAT MAKES THIS STORY UNIQUE: *Aubrey has learned many of her assigned tasks, which she completes independently, with a high degree of accuracy. The Jigsaw Junction staff is pleased with Aubrey's work, and considers her to be a member of the team. Aubrey's family is proud of her and very appreciative of the support she has received.*



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Brent: Building relationships



EMPLOYER: Safeway and Chipotle

JOB TITLE: Deli Assistant and Team Member

MAIN JOB TASKS: Brent prepares items for the deli. He also cleans the eating area and stocks shelves.

AVERAGE NUMBER OF HOURS PER WEEK: 23 total

LENGTH OF TIME ON JOB: 12-24 months

PERSONAL GROWTH: Brent learns quickly, and completes tasks with a focus on accuracy and quality. He has built relationships with his supervisors and some colleagues. He enjoys his work and considers it to be an important part of his life!

WHAT MAKES THIS STORY UNIQUE: Initially, Brent was shy and reticent in his workplace; now, he is more outgoing and friendly with colleagues and customers.



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Daniel: Realizing his dream



EMPLOYER: Chaplin's Volkswagen and Subaru

JOB TITLE: Mechanic Assistant

MAIN JOB TASKS: Daniel collects recyclable materials and moves and delivers repair parts.

AVERAGE NUMBER OF HOURS PER WEEK: 9

LENGTH OF TIME ON JOB: 16 months

PERSONAL GROWTH: Daniel has always had a love of cars, and his job provides him with the opportunity to live his passion, and to be a valued team member! Daniel regularly gets to watch major repair occur in real-time, and even get up under the car in the guts of the engine. He can discuss races, drivers, and cars with others who not only know what he's talking about, but who also have an opinion. Daniel's job means ended isolation; challenges are still present, but they are no longer a barrier to his dream.

WHAT MAKES THIS STORY UNIQUE: *From the beginning, Chaplin's cared about Daniel's dream to work with cars. The mechanics and service staff felt that having Daniel on the team was worth the effort to find the right role.*



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Devon: A fast learner



EMPLOYER: Microsoft

JOB TITLE: Prep Cook

MAIN JOB TASKS: Devon prepares food for consumption in the café.

AVERAGE NUMBER OF HOURS PER WEEK: 30

LENGTH OF TIME ON JOB: 5 months

PERSONAL GROWTH: Devon loves his job. Previously, he worked the graveyard shift at Snoqualmie Casino, where he wasn't able to secure a position on the day shift. Now, he can enjoy a normal life and his schedule also benefits his family. Devon's supervisors are impressed: he's a fast learner and hard worker!

WHAT MAKES THIS STORY UNIQUE: *This job change has resulted in happiness for Devon; his new job schedule, supportive supervisors and positive work environment are the just the right fit!*



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Snoqualmin Valley
School District

Eve: Her first job



EMPLOYER: Pioneer Coffee

JOB TITLE: Coffee Shop Attendant

MAIN JOB TASKS: Eve cleans tables and floors.

AVERAGE NUMBER OF HOURS PER WEEK: 1

LENGTH OF TIME ON JOB: 2 months

PERSONAL GROWTH: Eve is new to the “world of work!” She loves her job at Pioneer Coffee and looks forward to going to work each week.

WHAT MAKES THIS STORY UNIQUE: This is Eve’s first paid job.



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Garrett: Exceptional growth



EMPLOYER: Northwest Behavioral Associates (NBA)

JOB TITLE: Sanitation Specialist

MAIN JOB TASKS: Garrett coordinates kitchen sanitation, monitors the lobby and sanitizes toys used in sessions and the waiting room.

AVERAGE NUMBER OF HOURS PER WEEK: 6

LENGTH OF TIME ON JOB: 36 months

PERSONAL GROWTH: Garrett has grown exceptionally since starting his job at NBA. He has become much more aware of social interactions with co-workers, family members and acquaintances.

WHAT MAKES THIS STORY UNIQUE: As a result of the collaborative partnership between AtWork!, NBA, and Garrett's group home staff at Alpha House, Garrett has a stable job and he is included in a supportive, positive environment with colleagues who specialize in engaging with his wonderful and unique personality.



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Greg: From student to employee



EMPLOYER: Luke's Redmond Automotive

JOB TITLE: Janitor

MAIN JOB TASKS: Greg takes out trash.

AVERAGE NUMBER OF HOURS PER WEEK: 2

LENGTH OF TIME ON JOB: 1 month

PERSONAL GROWTH: Greg found his first paid position the same week that he graduated from Eastlake High School. Greg is still very new to his job but always arrives to work with a big smile on his face, eager to help out and be surrounded by his biggest passion – cars!

WHAT MAKES THIS STORY UNIQUE: *Greg was the final student to be hired from the first year of the S2W Agency Collaborative (high supports) pilot. Through strong interagency collaboration, the support of the right employer at the right time, and Greg's excellent work ethic, Greg and his employer look forward to working together for years to come!*



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Northshore
School District

Strengthening Our Community Through Excellence in Education

Joel: Developing rich relationships



EMPLOYER: Safeway

JOB TITLE: Courtesy Clerk

MAIN JOB TASKS: Joel takes go-backs and performs light cleaning.

AVERAGE NUMBER OF HOURS PER WEEK: 2.5

LENGTH OF TIME ON JOB: 57 months

PERSONAL GROWTH: Joel has developed rich relationships with his coworkers and some customers at the store. He is well known and liked among Safeway employees.

WHAT MAKES THIS STORY UNIQUE: *Joel has been in his job for several years and has created healthy working relationships.*



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Kate: Long-term employee



EMPLOYER: Discovery Institute

JOB TITLE: Office Assistant

MAIN JOB TASKS: Kate prepares mailings and cleans kitchens and offices.

AVERAGE NUMBER OF HOURS PER WEEK: 12

LENGTH OF TIME ON JOB: 37 months

PERSONAL GROWTH: As a result of employment, Kate is much more comfortable around her co-workers, speaking up when it is needed, and she is also willing to share her extracurricular interests with her coworkers. Kate uses her paycheck to do one of her favorite things: go to the movies! Kate has learned how to navigate in the community more independently, even waiting to transfer Access buses at the Bellevue transit station. Discovery staff members depend on Kate to help them get huge mailings out the door on time, and Kate's dedicated efforts have made other people more effective at their jobs.

WHAT MAKES THIS STORY UNIQUE: *Kate has been an employee of the Discovery Institute for three years; during this time, her job – and her confidence - has evolved. She has established long standing relationships with her colleagues. The long term nature of this job makes Kate's story a great example of S2W at its best.*



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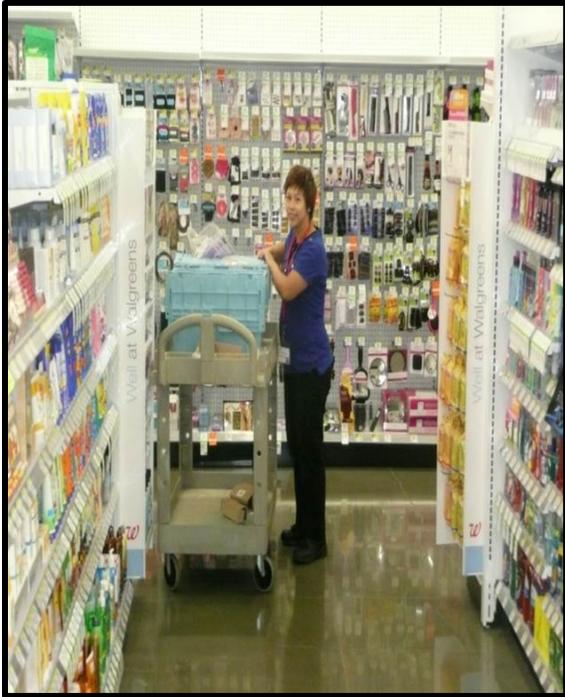


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Mai: An asset and resource



EMPLOYER: Fred Meyer and Walgreen's

JOB TITLE: Customer Service Clerk

MAIN JOB TASKS: Mai assists customers with locating products, stocks and faces products and returns items to the shelves.

AVERAGE NUMBER OF HOURS PER WEEK: 25 total

LENGTH OF TIME ON JOB: 24 months

PERSONAL GROWTH: Mai is a confident, contributing member of her community, and, at both worksites, she is recognized as an invaluable resource to customers and coworkers.

WHAT MAKES THIS STORY UNIQUE: Mai is clear that she wants two jobs! Each position is different, and she appreciates the variety that comes with each opportunity.



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Patrick: Working independently



EMPLOYER: Eastside ABA and Miller Family Dermatology

JOB TITLE: Data Entry Worker

MAIN JOB TASKS: Patrick does data entry, as well as other office tasks such as filing, copying and shredding.

AVERAGE NUMBER OF HOURS PER WEEK: 6

LENGTH OF TIME ON JOB: Eastside ABA, 25 months; Miller Family Dermatology, 10 months

PERSONAL GROWTH: Patrick has expanded from 1 to 2 jobs—improving his skills with well-matched duties needed by his employers.

WHAT MAKES THIS STORY UNIQUE: *Patrick's ability to be independent in his job tasks!*



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Snoqualmin Valley
School District

Rachel: Coming out of her shell



EMPLOYER: Taco Time and Mt. Si
Gymnastics Academy

JOB TITLE: Team Member and Gym Cleaner

MAIN JOB TASKS: At Taco Time, Rachel
portions food in the kitchen and tends to
the dining room. At Mt. Si Gymnastics,
Rachel cleans the gym.

AVERAGE NUMBER OF HOURS PER WEEK: 6
total

LENGTH OF TIME ON JOB: Taco Time, 2
months; Mt. Si Gymnastics, 14 months

INTERVIEW STRATEGIES: Instead of using sit down conversational interviews, Rachel found success showing off her job skills through working interviews.

WHAT MAKES THIS STORY UNIQUE: Rachel has anxiety about change, but once she is given a new task, she adapts well. As a result of employment, she is more comfortable speaking with new people and is more outgoing.



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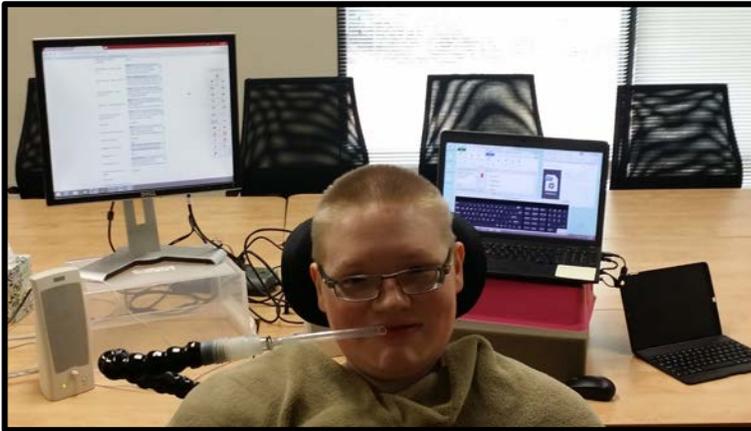


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Ryan: Full of hope about the future



EMPLOYER: Direct Interactions
JOB TITLE: Quality Assurance Representative
MAIN JOB TASKS: Ryan reviews and evaluates agents based on call samples. Ryan uses an online survey to evaluate agent performance in real, interactions with customers.
AVERAGE NUMBER OF HOURS PER WEEK: 4
LENGTH OF TIME ON JOB: 1 month

OVERCOMING OBSTACLES: Technology provides Ryan freedom he doesn't experience anywhere else! With a focus on efficiency, Ryan developed an elaborate, yet simple collection of tools organized to reduce mouse-clicks. He uses an onscreen keyboard, with mouse interface software that sets a click action, and two monitors. Ryan also created a list of words and phrases to use to help build the comments required at the end of each survey. These adaptations provide Ryan with significant independence in the job.

WHAT MAKES THIS STORY UNIQUE: *Ryan's employment opportunity has provided him with hope for the future.*



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Alee: From sorter to trainer



EMPLOYER: ABLE Services at Microsoft

JOB TITLE: Sorter

MAIN JOB TASKS: Alee identifies and sorts items to be recycled, composted, or sent to the landfill.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 14 months

INTERVIEW STRATEGIES: Alee used an electronic portfolio style resume filled with pictures to demonstrate many of his strengths and skills; loaded onto an iPad. This interactive portfolio included talking points to support Alee in answering interview questions.

WHAT MAKES THIS STORY UNIQUE: *As a result of becoming employed, Alee has become a confident and connected employee who is thriving in his workplace. His employer is so impressed with his skills and level of accuracy that they now rely on him to help with new employee training.*



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Austin: Connecting with others



EMPLOYER: Fred Meyer

JOB TITLE: Courtesy Clerk

MAIN JOB TASKS: Austin restocks, loads carts, retrieves carts and provides customer assistance.

AVERAGE NUMBER OF HOURS PER WEEK:
20

LENGTH OF TIME ON JOB: 9 months

PERSONAL GROWTH: Austin's job at Fred Meyer has created opportunities to engage with others, and situations which previously created anxiety are now viewed as an opportunity to try something new. The development of solid routines and meaningful workplace relationships has allowed Austin to focus on tasks and prioritize his work more effectively. As a result of his work experience, he now connects more with his new friends and coworkers, and even cracks jokes on the job!

WHAT MAKES THIS STORY UNIQUE: *Austin was initially challenged by meeting performance outcomes at work, but with support from his family and Highline staff, Austin has met his challenges with success!*



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Daria: Becoming a self-advocate



EMPLOYER: Safeway - Burien

JOB TITLE: Courtesy Clerk

MAIN JOB TASKS: Daria provides customer service, bags groceries, assists with customer carry-outs, and returns go-back items to the shelves.

AVERAGE NUMBER OF HOURS PER WEEK: 15-20

LENGTH OF TIME ON JOB: 2 months

OVERCOMING OBSTACLES: Due to a language barrier, Daria has been the interpreter for her parents during meetings with DVR, HC, and interactions with her employer. Meaningful employment allowed Daria to find her voice!

WHAT MAKES THIS STORY UNIQUE: *Daria is a young lady who has grown far beyond what initially seemed possible. Her participation in the ACHIEVE program and in the workplace have allowed Daria to recognize that she has personal power and choice. With increased independence, she now has a future goal of moving out and living on her own.*



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Ellie: Growing in self-confidence



EMPLOYER: WiggleWorks Kids

JOB TITLE: Play Ambassador

MAIN JOB TASKS: Ellie greets all WiggleWorks Kids guest, communicates with adults and assists guests and staff to ensure a consistent, safe, and enjoyable party and play experience.

AVERAGE NUMBER OF HOURS PER WEEK: 15

LENGTH OF TIME ON JOB: 1 month

FACING CHALLENGES: Ellie's participation in an Interview Skills class allowed her to overcome her fear of the interview process; with opportunities for practice, filmed interviews allowed Ellie to relate her responses to her own identified strengths, and critique her performance using an interview rubric.

WHAT MAKES THIS STORY UNIQUE: Ellie took a big risk: she decided opt out of the last year of her school district transition program to attend college. She traveled from Mercer Island every day and was never late for class. Ellie had a clear goal to work with young children, and she participated in several campus activities which increased confidence in her abilities.



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Isaiah: Learning through leadership



EMPLOYER: Compass-Group Café 83

JOB TITLE: Busser

MAIN JOB TASKS: Isaiah busses tables, runs dishes to the dishwasher, refills water and stocks side stations.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 1 month

FACING CHALLENGES: Isaiah successfully navigates Metro and Microsoft's shuttle service independently, and his job provides the opportunity to build workplace relationships; Isaiah's coworkers continually expand their understanding of his abilities.

WHAT MAKES THIS STORY UNIQUE: *Isaiah embraces every opportunity to participate in campus leadership activities, actively seeking opportunities for involvement and growth. Isaiah was selected to participate in the 25th Annual Students of Color Conference with over 900 student leaders from across the state, and the spring 2015 Student Leadership Retreat. The growth of Isaiah's leadership skills allows him to confidently participate in events, share his opinions with student government, and even testify about the expansion of the light rail.*



King County

Sharing Success in School-to-Work (S2W)

Department of Community and Human Services
Developmental Disabilities Division



DVR Division
of Vocational
Rehabilitation

Created 11-18-2015

Jessica: A passion for early childhood education



EMPLOYER: Encompass and Lakeside Montessori

JOB TITLE: Teacher's Aide

MAIN JOB TASKS: Jessica greets children and helps them with their backpacks and nametags, monitors children during free play and assists during learning activities.

AVERAGE NUMBER OF HOURS PER WEEK: 15 total

LENGTH OF TIME ON JOB: 35 months at Encompass and 71 months at Lakeside Montessori

PERSONAL GROWTH: Getting her first job at Lakeside Montessori has proven to be a stepping stone for Jessica; as her confidence and independence have increased, so have her job skills! Jessica now has a second job at Encompass, and, in the last few years, Jessica has moved out of her parents' home and is living with roommates.

WHAT MAKES THIS STORY UNIQUE: *Jessica does not let anything hold her back! Jessica commuted four hours round-trip, five days a week for nine months to attend classes through the ACHIEVE program at Highline. She identified her passion in Early Childhood Education and created a plan to reach her employment goals. Jessica is currently looking for a third job, not just to increase her income, but to continue to learn and grow as a person.*



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Created 11-18-2015

Justin: From seasonal to permanent employee



EMPLOYER: Lowe's

JOB TITLE: Customer Service Associate/Loader

MAIN JOB TASKS: Justin assists customers in carrying and loading their purchases. He also maintains the outside appearance of the store by returning carts to the proper position and cleaning/organizing as necessary.

AVERAGE NUMBER OF HOURS PER WEEK: 25

LENGTH OF TIME ON JOB: 16 months

JOB DEVELOPMENT: Justin began in a seasonal position at Lowe's; as a result of his hard work, and with advocacy support from Highline, his job is now permanent.

WHAT MAKES THIS STORY UNIQUE: Justin came to Highline with a clear goal of wanting to work in customer service or with cars. While participating in ACHIEVE, Justin and a fellow student started a student-led club on campus. As vice-president of the club, Justin developed and practiced transferrable leadership and communication skills, and participated in a Dependable Strengths seminar where he learned about his positive qualities and strengths.



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Created 11-18-2015

Megan: A smile that brightens a customer's day



EMPLOYER: Red Lobster

JOB TITLE: Hostess

MAIN JOB TASKS: Megan cleans and maintains the lobby, opens doors and greets customers, and other tasks as assigned.

AVERAGE NUMBER OF HOURS PER WEEK: 12

LENGTH OF TIME ON JOB: 32 months

FACING CHALLENGES: Initially shy and anxious, Megan's employment at Red Lobster began by rolling silverware in the back of the restaurant. At first, she struggled with greeting and opening doors for customers. A task list, role playing and detailed instructions provided the supports Megan needed to be successful. Now Megan is a confident and valued employee, not only to her co-workers, but to the restaurant customers as well.

WHAT MAKES THIS STORY UNIQUE: *Megan has grown socially, and she confidently and happily completes her job responsibilities. Customers frequently tell the Store Manager that Megan's smile brightens their day. Megan's accomplishment is a testament to how we all benefit from working in the community.*



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Paige: Coming out of her comfort zone



EMPLOYER: Compass Group at Microsoft

JOB TITLE: AV Technology Assistant

MAIN JOB TASKS: Paige collects and documents data, checks in and out AV equipment, inspects meeting rooms and generates service order requests.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 13 months

PERSONAL GROWTH: As a result of this job, Paige is more independent in her personal life, and in navigating the public transportation system. Paige has also set variety of personal goals, including living more independently and committing to a long-term personal relationship.

WHAT MAKES THIS STORY UNIQUE: Paige really expanded her comfort zone during her time at Highline. She wrote a letter to the editor of the school newspaper titled “There’s really no need for labels.” The article was published in the Highline campus newspaper and a National Self-Determination brief published by the Institute for Community Inclusion at UMass, Boston. Paige has proven to her employer that – with a little extra time, training, and support – she can learn and master complex tasks.



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Created 11-18-2015

Phillip: Realizing a dream



EMPLOYER: Compass Group at Microsoft

JOB TITLE: Food Prep/Chef's Assistant

MAIN JOB TASKS: Phillip washes, peels, chops, slices and dices fruits and vegetables needed for preparing recipes and on the salad bar.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 1 month

PERSONAL GROWTH: Phillip is proudly working at his dream job! As a result of his accomplishments, Phillip is more confident and he's more willing to try new things.

WHAT MAKES THIS STORY UNIQUE: From the start, Phillip set his heart on a very specific employment goal. He completed two years of culinary skills training through the school district, and internships provided an opportunity to build on those skills in a meaningful way. He never gave up on his goal and challenged himself to build the skills necessary to do the job.



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Ryan: Personal and professional success



EMPLOYER: City of Seattle, Department of Planning and Development

JOB TITLE: Office Maintenance Aide

MAIN JOB TASKS: Ryan files, prepares mailing labels, sorts mail, refills copy machines, delivers documents and scans archived documents.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 22 months

DREAM JOB AND A GREAT MATCH: Working in an office has always been Ryan's goal, and this position is a great job match. His supervisor increased his responsibilities, and, as a result of Ryan's excellent work, Ryan now works in several departments and is constantly recruited by other staff to assist with work tasks.

WHAT MAKES THIS STORY UNIQUE: *Ryan's job development took one year. As his position was being offered, Ryan's parents unexpectedly had to move to California. Ryan made the decision to stay behind and pursue his dream job with the City of Seattle, challenging himself to live independently and work 20 hours per week. Ryan is successfully managing his own personal and professional life.*



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Sean: Socializing with others



EMPLOYER: Regal Cinema 14, Renton Landing

JOB TITLE: Usher

MAIN JOB TASKS: Sean takes theater tickets and directs guests to the correct theater.

AVERAGE NUMBER OF HOURS PER WEEK:
20

LENGTH OF TIME ON JOB: 77 months

PERSONAL GROWTH: As a result of employment, Sean now handles more challenging situations, and he's more comfortable in his job, bringing a sense of humor to his work.

WHAT MAKES THIS STORY UNIQUE: Sean now thrives in community and social settings that were once more limiting to him. Growing socially, he's more comfortable and connected with his coworkers and customers.



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Tari: Achieving with co-worker support



EMPLOYER: Safeway-Maple Valley

JOB TITLE: Courtesy Clerk

MAIN JOB TASKS: Tari provides customer service, bags groceries, assists with customer carry outs, and returns go-back items to the shelves.

AVERAGE NUMBER OF HOURS PER WEEK:
20-25

LENGTH OF TIME ON JOB: 92 months

FACING CHALLENGES: With long term support provided by her job coach, Tari learned her job duties, and gained confidence in her ability to interact effectively with customers. Tari has also benefited from the encouragement of several long term coworkers, who have consistently provided exceptional natural supports over the years.

WHAT MAKES THIS STORY UNIQUE: Tari's increased confidence means that she is now able to initiate conversations with coworkers, and greet customers with ease. Her family, coworkers, and Highline College staff have watched her grow and evolve into a young woman who is more comfortable expressing herself while participating in social activities.



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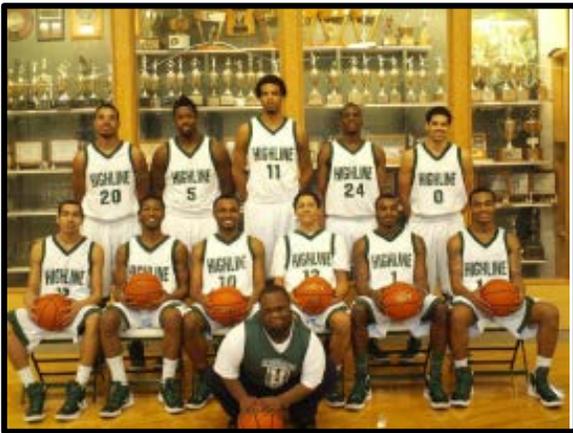
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Tommie: From team manager to theater usher



EMPLOYER: Regal East Valley 13

JOB TITLE: Usher

MAIN JOB TASKS: Tommie takes tickets, directs customers to theaters, performs theater checks and cleans theaters in between shows.

AVERAGE NUMBER OF HOURS PER WEEK: 3

LENGTH OF TIME ON JOB: 32 months

KEY FACTORS: A PowerPoint resume, an extended working interview and an employer with experience in Supported Employment were all key factors in Tommie finding his success. Strong natural supports contributed to the development of a routine where Tommie could really share his skills.

WHAT MAKES THIS STORY UNIQUE: *Tommie gained experience managing the men's basketball team during his time in ACHIEVE at Highline College. In that role he was just "one of the guys" and he learned communication skills that helped him get a job. Now, with the right support, he is very independent on the job.*



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Northwest Center
People of all abilities



Conny: Being part of a team



EMPLOYER: Magnusson Athletic Center

JOB TITLE: Child Care Center Assistant

MAIN JOB TASKS: Conny helps the other child care providers engage with the children, making sure they are safe and accounted for. Conny also helps with activities and cleaning the classroom.

AVERAGE NUMBER OF HOURS PER WEEK: 9

LENGTH OF TIME ON JOB: 3 months

PERSONAL GROWTH: Since leaving high school, Conny had missed being a valued member of a team. Her work environment provides opportunities for friendships and team partnerships, and indulges her love of sports. Conny loves her work!

WHAT MAKES THIS STORY UNIQUE: *This story highlights the importance of being a part of a team, and how each individual's unique contributions help to make the entire team successful.*



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Faiza: An eye for fashion



EMPLOYER: 2 Big Blondes

JOB TITLE: Assistant Store Clerk

MAIN JOB TASKS: Faiza sorts and organizes merchandise throughout the store.

AVERAGE NUMBER OF HOURS PER WEEK: 2

LENGTH OF TIME ON JOB: 14 months

FACING CHALLENGES: Faiza is hearing impaired and communicates using American Sign Language (ASL). Faiza uses a visual check list that allows her to communicate with her employer about what has been completed during her shift, and also allows Faiza to self-manage her time at work.

WHAT MAKES THIS STORY UNIQUE: This story highlights how even when an employer and employee don't speak the same language, teamwork and the right support can result in success.



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Kara: Employee of the month



EMPLOYER: Regency Newcastle

JOB TITLE: Dining Room Staff

MAIN JOB TASKS: Kara sets the tables in the dining room for meal service

AVERAGE NUMBER OF HOURS PER WEEK: 8

LENGTH OF TIME ON JOB: 16 months

PERSONAL GROWTH: Kara has grown from a young lady who used to say “no thanks” to a valued employee who never wants to take time off because “they need me to be there.” She is very proud of her work!

WHAT MAKES THIS STORY UNIQUE: Kara worked very hard and accessed the services of many organizations to realize her dream of paid employment. Kara participated in numerous internship opportunities through the ACT program (Issaquah School District), in addition to accessing the services of the King County S2W program, the Bellevue DVR office the Division of Developmental Disabilities, and working closely with employment consultants from Northwest Center. Kara was recently recognized as “employee of the month” at Regency Newcastle. Her manager stated Kara is one of her favorite employees because she never calls in sick.



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Larissa: Dedicated to her students



EMPLOYER: Easter Seals of Washington

JOB TITLE: Teacher Assistant

MAIN JOB TASKS: Larissa assists the teacher, monitoring the children, and cleaning.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 12 months

PERSONAL GROWTH: Larissa has blossomed into a hardworking, dedicated employee, and she goes above and beyond to accommodate any need her employer has, which includes working overtime. Larissa buys fun music and checks out books from the library to share with the class. Her job has even allowed her to achieve the goal of attending college classes, which she never dreamed she'd accomplish.

WHAT MAKES THIS STORY UNIQUE: Larissa volunteered for 5 years and has been an employee for 1 year. This story highlights how dedication and commitment can turn into someone's dream job.



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ISSAQUAH
SCHOOL DISTRICT 411

Sean: Taking pride in his work



EMPLOYER: Frey Buck and True Martial Arts

JOB TITLE: Frey Buck: Office Assistant; True Martial Arts: Janitor

MAIN JOB TASKS: Frey Buck: Sean does data entry, scanning and answering phones. True Martial Arts: Sean does general cleaning.

AVERAGE NUMBER OF HOURS PER WEEK: 13 total

LENGTH OF TIME ON JOB: 36 – 38 months

PERSONAL GROWTH: Sean has a sense of pride with his job at Frey Buck. He takes the bus downtown to a prestigious law office, where he's a valued member of the team! Sean's responsibilities are not small, his colleagues at Frey Buck have delegated the responsibility to Sean of walking their deposits to the bank: which he does independently!

WHAT MAKES THIS STORY UNIQUE: *Sean fills a vital role! It speaks for itself to witness Sean's success heading downtown in his suit and tie, offering a cheerful greeting to his co-workers, and arriving at his desk to get to work with his cup of coffee next to him.*



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Spenser: Tremendous professional growth



EMPLOYER: Retirement Community

JOB TITLE: Dining Room Attendant

MAIN JOB TASKS: Spenser does general cleaning and dining room set up.

AVERAGE NUMBER OF HOURS PER WEEK: To be determined

LENGTH OF TIME ON JOB: 1 month

PERSONAL GROWTH: In the years since exiting School-to-Work, Spenser keeps learning and growing! His first job was as a busser, a position he held for two years. Then, for one year, he held position as an Event Specialist at Advantage Sales and Marketing. Spenser's most recent employment opportunity has afforded him the opportunity to learn new skills as a Dining Room Attendant.

WHAT MAKES THIS STORY UNIQUE: Spenser's is a story of tremendous professional growth!



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Tevin: A unanimous decision



EMPLOYER: Pacific Science Center

JOB TITLE: Usher

MAIN JOB TASKS: Tevin greets customers, makes announcements, and performs cashier and general cleaning duties.

AVERAGE NUMBER OF HOURS PER WEEK:
30

LENGTH OF TIME ON JOB: 27 months

PERSONAL GROWTH: Tevin's job has pushed him outside of his comfort zone and, from the beginning he has stepped up to every challenge! For example, Tevin used to have fears related to public speaking, now he gives announcements to a theatre full of 300-400 people...with ease!

WHAT MAKES THIS STORY UNIQUE: *Tevin's story is proof that teamwork and stepping outside of your comfort zone can lead to a fantastic job opportunity. Just like any other employee, Tevin applied for the position, and then participated in a group job interview. It was a unanimous decision – all three managers decided that he was the right fit for the job!*



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Created 11-18-2015

Aaron: Resource management



EMPLOYER: McDonald's
Bookstore

JOB TITLE: Porter

MAIN JOB TASKS: Vacuuming
and tidying the store.

**AVERAGE NUMBER OF HOURS
PER WEEK:** 4

LENGTH OF TIME ON JOB: 60
months

PERSONAL GROWTH: Aaron has grown in his relationship with the community; visitors have come to rely on his presence at the bookstore.

WHAT MAKES THIS STORY UNIQUE: Resource ownership makes this story unique. Aaron recognized that he needed the "right tools for the job," so he took the lead, and purchased a battery operated (no cords) vacuum cleaner to ensure that he could safely navigate through the store.



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Andrew: His dream job



EMPLOYER: Compass Group

JOB TITLE: Food Service Worker

MAIN JOB TASKS: Andrew prepares food for the catering department.

AVERAGE NUMBER OF HOURS PER WEEK: 16

LENGTH OF TIME ON JOB: 14 months

MAIN STRATEGIES: Andrew met with the chef and talked about cooking shows and the cooking equipment he had at home. Andrew was able to show his true love for cooking and was hired on the spot!

WHAT MAKES THIS STORY UNIQUE: Andrew's dream job was to cook in a commercial kitchen. This job has increased Andrew's self-confidence, and a desire to learn more about cooking. Andrew has also learned that he can have what he wants in his life.



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Dylan: A great match



EMPLOYER: Lil Sprouts

JOB TITLE: Nursery Assistant

MAIN JOB TASKS: Dylan organizes plants, sweeps, and cleans plants and the nursery.

AVERAGE NUMBER OF HOURS PER WEEK: 4

LENGTH OF TIME ON JOB: 18 months

PERSONAL GROWTH: Dylan has been working for a year and a half and has increased both his work schedule and ability to work independently. Dylan is also able to use natural supports at the workplace.

WHAT MAKES THIS STORY UNIQUE: *Strong Partnership! The great match between Dylan and his employer, as well as Dylan, PROVAIL and Lil Sprouts has resulted in success.*



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Jocelyn: A creative outlet



EMPLOYER: St. John's Vinney,
Lake View Montessori

JOB TITLE: Book Reader

MAIN JOB TASKS: From her iPad, Jocelyn reads to two preschool classes. She also facilitates interactive inclusion time.

AVERAGE NUMBER OF HOURS PER WEEK: 2

LENGTH OF TIME ON JOB: 12 months

PERSONAL GROWTH: It is indescribable what this job means to Jocelyn. She is part of a team and expanding her community. Jocelyn has a creative outlet that allows her to be paid, learn, and teach.

WHAT MAKES THIS STORY UNIQUE: *The creative approach to an individual who uses speech technology makes this story unique.*



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Joshua: An important part of the team



EMPLOYER: Papa John's Pizza

JOB TITLE: Team Member

MAIN JOB TASKS: Joshua folds pizza boxes.

AVERAGE NUMBER OF HOURS PER WEEK: 8

LENGTH OF TIME ON JOB: 20 months

PERSONAL GROWTH: Joshua's work schedule started with small goals: one day, in one location. Now, he works four days a week at four different Papa John's locations. He has become more comfortable with being in different environments and listening to his employer.

WHAT MAKES THIS STORY UNIQUE: *Joshua has shown everyone that he is able to work, with a focus on good quality and great speed. Joshua is enjoyable to be around and is an important part of the team at each location.*



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Kaitlyn: Fantastic professional growth



EMPLOYER: Compass Group

JOB TITLE: Dining Room Attendant

MAIN JOB TASKS: Kaitlyn is responsible for maintaining the cleanliness and flow of the lunch hour on the Microsoft Campus at Studio H.

AVERAGE NUMBER OF HOURS PER WEEK: 18

LENGTH OF TIME ON JOB: 23 months

PERSONAL GROWTH: Kaitlyn has grown in independence and experience. She has taken ownership over her career.

WHAT MAKES THIS STORY UNIQUE: Kaitlyn's has experienced significant professional growth. Starting at Red Robin and working for two years, she took a job with a law firm at the end of her S2W year. After a couple of years and gaining experience, she moved to a position with the Compass Group.



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Max: A part of his community



EMPLOYER: Walgreens

JOB TITLE: Customer Service Assistant

MAIN JOB TASKS: Max is responsible for facing products, taking back unused products and stacking baskets.

AVERAGE NUMBER OF HOURS PER WEEK: 4

LENGTH OF TIME ON JOB: 41 months

PERSONAL GROWTH: Max has made tremendous professional growth and has become a part of his community.

WHAT MAKES THIS STORY UNIQUE: Max started the job working 15-minute shifts. The Walgreens store manager was committed to making this work for Max—and so was Max! Over three years later, Max is working 4 hours a week and continues to grow in confidence and pace.



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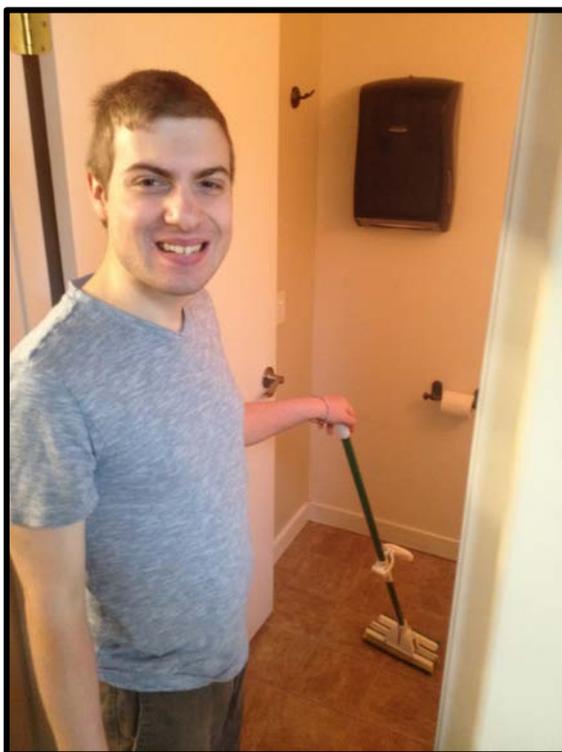
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Michael: Part of a professional team



EMPLOYER: Best Plumbing

JOB TITLE: Porter

MAIN JOB TASKS: Michael creates a clean and inviting atmosphere for staff; he tends restrooms, kitchens and break rooms.

AVERAGE NUMBER OF HOURS PER WEEK: 4

LENGTH OF TIME ON JOB: 25 months

PERSONAL GROWTH: Michael's job has provided many opportunities for growth and independence. He takes Metro to work, and he's a respected member of a professional team.

WHAT MAKES THIS STORY UNIQUE: Michael's employer committed to being creative and to welcoming Michael into the workplace; strong collaboration between the school and PROVAIL played a significant role in Michael's success.



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Sonja: Expanding her relationships



EMPLOYER: Aljoya, ERA Living

JOB TITLE: Special Events Assistant, Food Server

MAIN JOB TASKS: Sonja helps set up for the big and small events that happen in the conference room, private dining, game room, art studio, and movie theater.

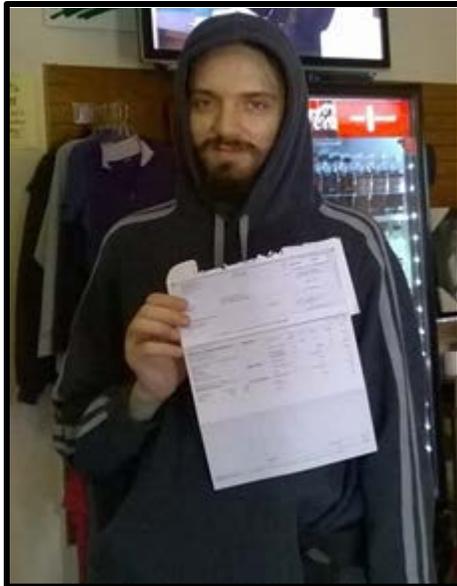
AVERAGE NUMBER OF HOURS PER WEEK: 15

LENGTH OF TIME ON JOB: 15 months

PERSONAL GROWTH: In the 15 months Sonja has worked at Aljoya, her friends, family, and co-workers have watched her blossom – with greater independence and maturity, and stronger relationships in the community.

WHAT MAKES THIS STORY UNIQUE: *Aljoya committed to customizing Sonja’s position, and they have provided steadfast support to her along the way!*

Chris: Stepping out of his comfort zone



EMPLOYER: Lake Wilderness Golf Course

JOB TITLE: Grounds Crew

MAIN JOB TASKS: Chris cleans up debris and litter and pulls weeds.

AVERAGE NUMBER OF HOURS PER WEEK: 2

LENGTH OF TIME ON JOB: 14 months

OVERCOMING OBSTACLES: When he first entered the School-to-Work program, Chris was extremely shy and fearful of new people and situations, and he didn't want work anywhere except the King County Green House. Unfortunately, no positions were available. So Chris and SKCAC explored other possibilities. With lots of natural supports and encouragement, Chris now relies on himself to ask questions and to gather work supplies without the job coach accompanying him.

WHAT MAKES THIS STORY UNIQUE: *With the understanding and support from Chris's manager, coworkers, family, and SKCAC staff, Chris' work experience has been positive. He stepped out of his comfort zone, is more independent, and more motivated to work. Now, Chris wants more work days and hours.*



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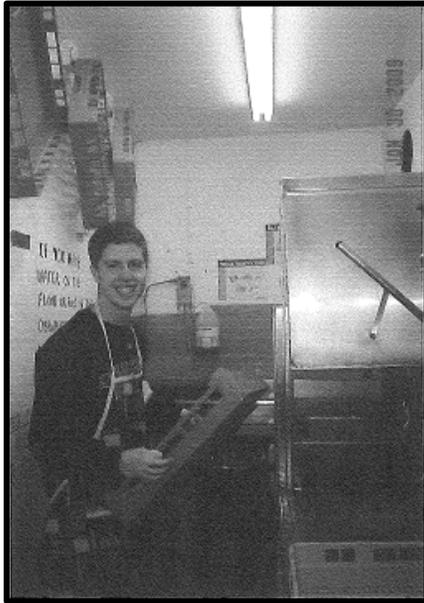
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Francesco: Outstanding customer service



EMPLOYER: Fred Meyer

JOB TITLE: Courtesy Clerk

MAIN JOB TASKS: Francesco returns carts.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 35 months

PERSONAL GROWTH: Employment has expanded Francesco's status in the community. He is the true example of one of Fred Meyer's core values – engagement with the customer. Outgoing and helpful, Francesco has received several outstanding customer service comment cards. Francesco, his family, and the community are proud of his accomplishments.

WHAT MAKES THIS STORY UNIQUE: *Francesco's story is a reminder that finding and keeping employment in a rural area, with limited transportation, is possible!*



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Kristyn: Pursuing her goals



EMPLOYER: Maple Valley Goodwill

JOB TITLE: Floor Salesperson

MAIN JOB TASKS: Kristyn sorts, and stocks and pulls clothing and retail sales items.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 24 months

PERSONAL GROWTH: Kristyn continues to work toward her goal of working in and around fashion as well as living on her own and she recently increased hours at work to help to save for moving to her own place! Kristyn's increased independence and confidence to set her goals and go after them continues to expand her opportunities. She is extremely proud of her accomplishments and confident in her ability to increase independence.

WHAT MAKES THIS STORY UNIQUE: *Kristyn's story demonstrates that you can achieve success by knowing what you want, setting goals, and working toward them!*



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Andrea: Saving for a her own place



EMPLOYER: Papa John's & 7 Salon

JOB TITLE: Pizza Box Folder & Salon Assistant

MAIN JOB TASKS: Papa John's-Andrea folds pizza boxes. 7 Salon-Andrea folds towels, cleans and does laundry.

AVERAGE NUMBER OF HOURS PER WEEK: 11.5

LENGTH OF TIME ON JOB: Papa John's-24 months, 7 Salon-12 months

PERSONAL GROWTH: Andrea is incredibly independent while folding pizza boxes. Her manager loves having her around so much that he is always asking for extra hours and time. The store Andrea works at is the busiest Papa John's in Washington, so their need is always growing. The managers and staff at 7 Salon love having Andrea on their team and are significant in her growth. Andrea saves the money she makes at both jobs for a house with a roommate that she hopes to find in the near future. She also loves going to Disneyland with her earnings and goes 2-3 times a year.

WHAT MAKES THIS STORY UNIQUE: Andrea has grown from someone who loved buying Disney movies and apparel, to someone who is saving and going on vacation to Disneyland. She has continued to adapt and thrive in her work environment. Andrea's co-workers (at both jobs) love her and are excited to work with her!



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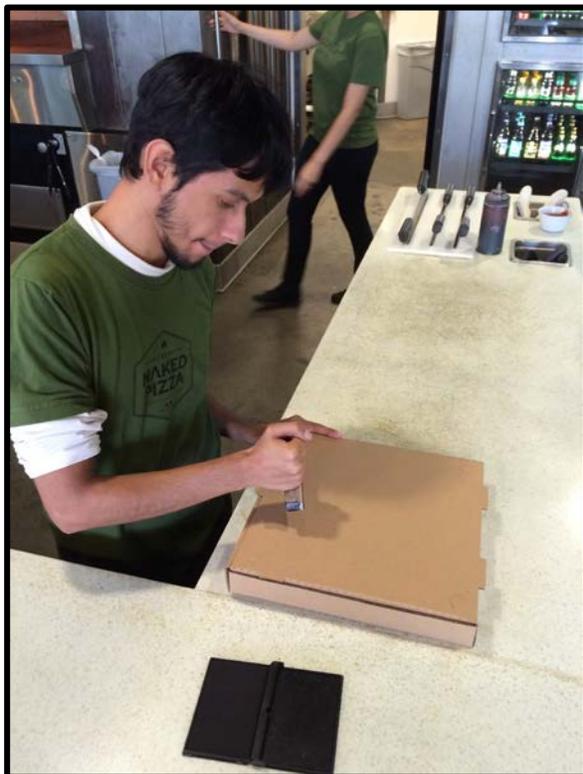


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Eduardo: Fulfilling expectations



EMPLOYER: Naked City Pizza

JOB TITLE: Lobby Attendant

MAIN JOB TASKS: Eduardo wipes down tables, cleans windows, takes out garbage and makes pizza boxes. He also stamps the pizza boxes and paper cups with the business logo.

AVERAGE NUMBER OF HOURS PER WEEK: 9

LENGTH OF TIME ON JOB: 44 months

PERSONAL GROWTH: As a consumer and tax payer, Eduardo is now a viable member of his community; he spends money on the things that bring him joy and often supports his family members when they need a little extra help.

WHAT MAKES THIS STORY UNIQUE: *Eduardo comes from a diverse background where taking care of your family is expected. He was able to fulfill this expectation by getting a job.*



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Jared: Increased hours



EMPLOYER: Grocery Outlet

JOB TITLE: Courtesy Clerk

MAIN JOB TASKS: Jared bags groceries, takes go-backs, cleans, and faces items.

AVERAGE NUMBER OF HOURS PER WEEK: 16

LENGTH OF TIME ON JOB: 9 months

JOB DEVELOPMENT: Jared completed an internship while in high school and was temporarily hired for the summer. When he began the S2W program, Trillium met with the owners to explain supported employment supports, and he was hired again. Then, a change in ownership meant that Jared had to re-interview for his position...he was hired again! The new owners saw his potential and his hours increased from 8 to 16 hours per week.

WHAT MAKES THIS STORY UNIQUE: *When new owners bought the store, they recognized Jared's potential and immediately increased his work hours.*



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Katharina: An opportunity to grow



EMPLOYER: Auburn School District-
Transportation Department

JOB TITLE: Administrative Assistant

MAIN JOB TASKS: Katharina provides drivers with needed forms, collects and organizes reports, forms and records, updates the database, delivers notifications, disperses mail, files and answers phones.

AVERAGE NUMBER OF HOURS PER WEEK: 16

LENGTH OF TIME ON JOB: 10 months

OVERCOMING OBSTACLES: Katharina's confidence is increasing. Trillium created visual supports to assist Katharina in transferring phone calls. Social coaching, role play, modeling, and discussions helped her to learn phone and office etiquette.

WHAT MAKES THIS STORY UNIQUE: *Originally, Katharina was a school intern. It is rare that an internship site will transition to paid employment, but they were able to see Katharina's potential and were patient enough to give her an opportunity to grow.*



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Mickle: Becoming more confident



EMPLOYER: Papa John's

JOB TITLE: Box Folder

MAIN JOB TASKS: Mickle folds pizza boxes.

AVERAGE NUMBER OF HOURS PER WEEK: 5

LENGTH OF TIME ON JOB: 8 months

PERSONAL GROWTH: Experiencing on-the-job success, Mickle has become more self-confident, assertive, and independent in all aspects of his life!

WHAT MAKES THIS STORY UNIQUE: *Support at home, starting early at school, and teamwork helped this amazing student be successful!*



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Morgan: Exponential growth



EMPLOYER: Papa John's

JOB TITLE: Pizza Box Folder

MAIN JOB TASKS: Morgan folds all sizes of pizza boxes.

AVERAGE NUMBER OF HOURS PER WEEK: 3

LENGTH OF TIME ON JOB: 20 months

PERSONAL GROWTH: Morgan loves to spend his pay check on food at the grocery store and is a favorite customer of the bank where he goes to deposit his check. Morgan is able to work independently with check-in from Trillium. He uses an iPad for communication at work, but has also started saying phrases such as "hi" and "no." Morgan is also able to ask for help and let the manager know what kind of pizza he would like at the end of this shift!

WHAT MAKES THIS STORY UNIQUE: *Morgan has had his job for almost 2 years. His growth has been exponential during his time at Papa John's.*



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Patrick: Employee of the month



EMPLOYER: Maggiano's Little Italy

JOB TITLE: Prep Cook

MAIN JOB TASKS: Patrick portions pizza.

AVERAGE NUMBER OF HOURS PER WEEK: 24

LENGTH OF TIME ON JOB: 32 months

PERSONAL GROWTH: Patrick is a completely different person than he was two years ago. To build his confidence, Patrick set a simple goal of learning all of his coworker's names and introducing his team mates to Trillium staff when they visit the worksite. Patrick takes goals very seriously, and he now knows all of his coworkers and gives new Trillium staff a tour of the kitchen when they visit! Patrick is a strong self-advocate, and he successfully negotiated his own increase in hours. He independently takes public transportation and knows how to spend that paycheck!

WHAT MAKES THIS STORY UNIQUE: Patrick is exceeding all expectations. His supervisors have said, "I wish all my employees were like Patrick!" Patrick was awarded employee of the month last year for his amazing performance. His hours have been increased and he has even been awarded another full shift!



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Shawna: A great job match



EMPLOYER: Taco Time

JOB TITLE: Lobby Attendant

MAIN JOB TASKS: Shawna cleans tables and booths, washes dishes, collects trays, brings out orders, takes out trash, and sweeps.

AVERAGE NUMBER OF HOURS PER WEEK: 3

LENGTH OF TIME ON JOB: 2 months

PERSONAL GROWTH: Since starting at Taco Time, Shawna has matured immensely. She made herself a morning checklist to make sure she looks and feels work ready! At work, she will stop to talk with customers, especially ones she knows, but she is always aware of the time and will excuse herself when she feels the conversation is taking away from her productivity.

WHAT MAKES THIS STORY UNIQUE: Thanks to the embedded model Trillium shares with Federal Way's Employment Transition Program, Shawna was able to find a great job match.



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Ben: Diligence and persistence



EMPLOYER: Chartwell's Food Service

JOB TITLE: Dishwasher

MAIN JOB TASKS: Ben helps with the lunch service, washes dishes and organizes the dish pit.

AVERAGE NUMBER OF HOURS PER WEEK: 13

LENGTH OF TIME ON JOB: 9 months

MAIN STRATEGIES: Ben receives positive feedback for completing his work in a timely manner. Other reinforcement systems encourage Ben to be on time, work hard, and leave on time. Visual supports have also been put in place for reference when needed.

WHAT MAKES THIS STORY UNIQUE: Ben just completed his first year of paid employment at Chartwell's, and his diligence and stamina have helped him keep his job and become an important member of the kitchen team.



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Cassiel: An industry professional



EMPLOYER: Allen Institute for Brain Science

JOB TITLE: Laboratory Assistant

MAIN JOB TASKS: Cassiel scans documents, checks for quality and stores them in a database.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 48 months

PERSONAL GROWTH: Cassiel takes great pride in working at the Allen Institute for Brain Science, and his contributions are valued and respected by his colleagues. Initially, Cassiel was hired to clean microscope slides; when that task was completed Cassiel was asked to stay, and he now assists with a variety of tasks across the organization.

WHAT MAKES THIS STORY UNIQUE: *Cassiel takes great pride in his job. He likes being part of cutting edge research organization, and interacting with his peers. Cassiel has matured into an industry professional – he’s an expert at his job, and he takes great pride in his own success, and that of his employer.*



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Cdell: 9-Year Team-Member



EMPLOYER: Marshalls

JOB TITLE: Clerk

MAIN JOB TASKS: Cdell processes new merchandise and performs light janitorial duties.

AVERAGE NUMBER OF HOURS PER WEEK: 4-20 depending on the season

LENGTH OF TIME ON JOB: 108 months

PERSONAL GROWTH: Cdell has gained tremendous work experience at Marshalls, and he is consistently dependable, punctual and productive. Cdell easily transitions to various tasks, from processing merchandise to assisting customers. Cdell is a well-liked and valuable employee, often exceeding employer expectations in his annual review.

WHAT MAKES THIS STORY UNIQUE: *Cdell has been an active member of the company's team for over 9 years!*



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Eric: Growing his position



EMPLOYER: Whole Foods

JOB TITLE: Cashier's Assistant

MAIN JOB TASKS: Eric bags groceries, stocks the front end, cleans the dinner area, retrieves carts, and maintains supplies.

AVERAGE NUMBER OF HOURS PER WEEK: 21

LENGTH OF TIME ON JOB: 28 months

KEY FACTORS: Natural supports are an essential part to Eric's ongoing success at Whole Foods. The entire team supports Eric and, as necessary, provides additional training. Monthly meetings also provide an opportunity to proactively address any concerns, and to praise Eric for a job well done.

WHAT MAKES THIS STORY UNIQUE: Eric is well liked at work. He has overcome challenges in communicating effectively and in learning new tasks. His team at Whole Foods is dedicated to his success, and with the support of his job coach, Eric has retained his position for 2 ½ years.



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Lori-Anne: A true success story



EMPLOYER: Marshalls

JOB TITLE: Apparel Processor

MAIN JOB TASKS: Lori-Anne removes garments from boxes, breaks down boxes, sorts garments and tags them if necessary

AVERAGE NUMBER OF HOURS PER WEEK: 10

LENGTH OF TIME ON JOB: 95 months

PERSONAL GROWTH: Lori-Anne is a successful employee, whose work skills have improved, as has her ability to trouble shoot social challenges in the workplace. Lori Anne's supervisors can count on her availability, and the speed and accuracy of her work. Over the years, Lori-Anne has successfully learned to handle the many changes that occur in the workplace: changes in supervisors/co-workers, schedules and procedures. Having a job provides Lori Anne with income and with the same sense of status and contribution as her peers.

WHAT MAKES THIS STORY UNIQUE: *In the last couple of year, Lori-Anne's ability to face challenges both on and off the job has improved tremendously and, therefore, so has her job performance. She truly is a success story!*



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Orion: Taking on challenges



EMPLOYER: Goodwill-Edmonds

JOB TITLE: Material Handler

MAIN JOB TASKS: Orion receives customer donations, sorts donations by type, cleans and organizes sorting area, and moves materials using a forklift.

AVERAGE NUMBER OF HOURS PER WEEK: 24

LENGTH OF TIME ON JOB: 25 months

PERSONAL GROWTH: Orion is very self-sufficient and eager to take on challenges. He can drive himself to the job site and has become forklift certified.

WHAT MAKES THIS STORY UNIQUE: Orion is one of two individuals supported by UW that is employed using heavy equipment such as a forklift. Orion has an interest in machinery and driving the forklift was one of his goals.



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Aimee: Communication is Key



EMPLOYER: Whistle Stop Ale House

JOB TITLE: Restaurant Prep Worker

MAIN JOB TASKS: Aimee wipes down tables, chairs, booths, window ledges, and the bar. She also cleans sinks, mirrors and menus.

AVERAGE NUMBER OF HOURS PER WEEK: 3

LENGTH OF TIME ON JOB: 20 months

OVERCOMING OBSTACLES: In order to pursue her potential and fully participate at work, Aimee needed strategies other than her voice to better communicate. Vadis reached out to a Communication Consultant, and Aimee now uses text messaging and other electronic communication devices to share her thoughts with co-workers!

WHAT MAKES THIS STORY UNIQUE: Aimee's employer is extremely committed to her success and accommodates her communication support needs. Aimee is loved by her employer, and she loves them back!



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Bao: Just one of the guys



EMPLOYER: Way Scarff Ford

JOB TITLE: Maintenance

MAIN JOB TASKS: Bao sweeps the shop/lot, details equipment and empties trash.

AVERAGE NUMBER OF HOURS PER WEEK: 15

LENGTH OF TIME ON JOB: 8 months

JOB DEVELOPMENT: Bao's job was developed while he was still a student in the Renton School District. He completed various assessments, including a very successful assessment at a car dealership. In approaching job development, Vadis recognized its existing relationship with Mike Scarff Subaru. Using that connection, Vadis was able to build a relationship with the managers and owner at Way Scarff Ford. As soon as they met Bao they offered him the job. Vadis, Bao, and the staff at the dealership worked together to help carve out a shift and tasks that best suits Bao's needs.

WHAT MAKES THIS STORY UNIQUE: *Bao is treated as an equal at work. He eats lunch with his co-workers. They talk about sports together. He works as hard as anyone else, and garners praise from his co-workers for his performance. Bao is just one of the guys and because he is treated with respect, he is able to thrive.*



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Bernard: His very first job



EMPLOYER: Rock Therapeutic Services

JOB TITLE: Janitor

MAIN JOB TASKS: Bernard cleans windows, waters plants, cleans therapy rooms and sweeps and vacuums the floors.

AVERAGE NUMBER OF HOURS PER WEEK: 4

LENGTH OF TIME ON JOB: 3 months

PERSONAL GROWTH: This is Bernard's very first job, and he is well liked by his coworkers and employer. Rock Therapeutic Services provides speech - language therapy to patients with developmental and other disabilities. Bernard sets an example. For some patients and their families, it is encouraging to see him working, being embraced for his hard work and realizing their own kids will be able to lead productive lives in the community.

WHAT MAKES THIS STORY UNIQUE: *Bernard is non-verbal and his mom is a speech therapist in the Renton School District. Rock Therapeutic Services is very supportive of Bernard and embrace him as another member of the team.*



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Cat: Developing long-term relationships



EMPLOYER: Clark Nuber

JOB TITLE: Office Assistant

MAIN JOB TASKS: Cat restocks supplies, refills printers, cleans, runs dishes and distributes mail.

AVERAGE NUMBER OF HOURS PER WEEK: 30

LENGTH OF TIME ON JOB: 74 months

PERSONAL GROWTH: Cat is a valued member of Clark Nuber's team. Their President Bob Nuber said, "Before Cat came along his tasks were everyone's tasks, and nothing got done. He brings order to the chaos, and makes everyone more productive and focused." This win-win relationship means that Cat is able to work in an integrated setting, and develop long-term professional relationships in the same way that his colleagues do.

WHAT MAKES THIS STORY UNIQUE: *Cat fills a very real need at Clark Nuber. He is such an important member of the team that he has to request days off months in advance just to ensure adequate staff coverage. Like all of its employees, Clark Nuber wants Cat to progress in his career. He has full benefits, and is known by all of the employees.*



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Cody: Building rapport with co-workers



EMPLOYER: Auburn Volkswagen

JOB TITLE: Janitor

MAIN JOB TASKS: Cody empties trash and cleans the parking lot.

AVERAGE NUMBER OF HOURS PER WEEK: 2

LENGTH OF TIME ON JOB: 48 months

PERSONAL GROWTH: Knowing his coworkers individually and talking about topics that are of interest to Cody helps him connect socially. As each team member has built their own rapport with Cody, all have recognized his improved social skills, and the great strides he has made in being more aware of his safety and surroundings in the parking lot.

WHAT MAKES THIS STORY UNIQUE: *Vadis and Auburn Volkswagen worked together to take two of Cody's biggest challenges to employment (sociability and safety awareness) and tackled them together. Cody is succeeding and improving not only on the job, but in his everyday life as well!*



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Eddie: A perfect attendance record



EMPLOYER: Alpha Shirt Company

JOB TITLE: Facility Keeper

MAIN JOB TASKS: Eddie packs and bags merchandise for mailing and performs other warehouse duties as needed.

AVERAGE NUMBER OF HOURS PER WEEK: 16

LENGTH OF TIME ON JOB: 9 months

PERSONAL GROWTH: Eddie has quickly become a valued employee at Alpha Shirt Company and his managers and coworkers state that Eddie is always willing to contribute. Eddie completed his 90-day probation period with total success and clocked himself in and out on time at each and every shift. Eddie continues to have a perfect attendance record. Recently Eddie had his hours increased from 12 hours a week to 16 hours a week. The business site is close to where Eddie lives and he values having a job in his community.

WHAT MAKES THIS STORY UNIQUE: Alpha Shirt Company is a large national employer with locations across the country. They are very diversified with employees of many nationalities. Hiring a supported employee adds to their diversity while Eddie adds reliability and talent!



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Gechele: A valued member of the team



EMPLOYER: MV Transportation, Vendor of Microsoft

JOB TITLE: Office Assistant

MAIN JOB TASKS: Gechele's duties consist of sorting and filing documents. She also completes other duties as assigned.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 9 months

MAIN STRATEGIES: Gechele participated in a working interview where she was able to demonstrate some of the skills necessary to complete the tasks. Gechele's employment consultant created visual supports for her to reference. She also uses an alphabetical/date sorter to sort documents.

WHAT MAKES THIS STORY UNIQUE: *Gechele recently lost two siblings unexpectedly and tragically. MV Transportation has been incredibly supportive and understanding. Gechele is a valued member of the team!*



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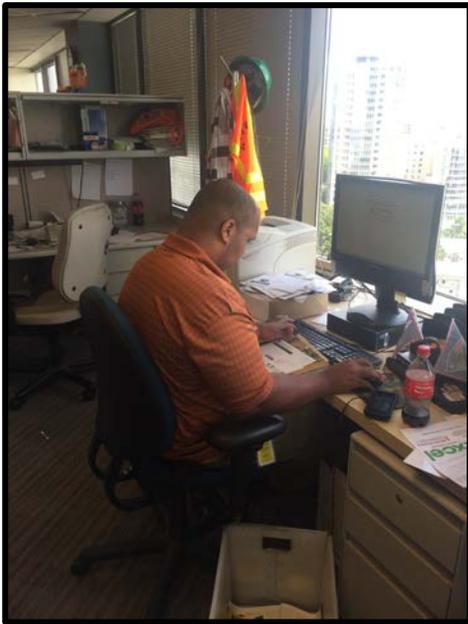
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Isiah: Valuable and dependable



EMPLOYER: Seattle City Light

JOB TITLE: Office Aide/Maintenance Technician

MAIN JOB TASKS: Isiah sorts and delivers mail, delivers papers, archives paperwork and uses the industrial sized postage machine.

AVERAGE NUMBER OF HOURS PER WEEK:
35

LENGTH OF TIME ON JOB: 31 months

PERSONAL GROWTH: This was Isiah's first job out of high school, and it has proven to be a position that has grown with him. When he first started, Isiah's job was very routine, and limited to the basic functions of the mail room. As he quickly mastered those tasks, his supervisors supported him as he learned and took on more. Isiah is consistently pushed to the limits of his capacity at work in a dynamic role. He's become a valuable and dependable member of his team.

WHAT MAKES THIS STORY UNIQUE: *The depth and breadth of the work Isiah does at the City of Seattle, and how he has become an invaluable resource there.*



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James: A real people person



EMPLOYER: Olive Garden

JOB TITLE: Greeter

MAIN JOB TASKS: James greets incoming and outgoing restaurant patrons and holds the door open for them.

AVERAGE NUMBER OF HOURS PER WEEK: 9

LENGTH OF TIME ON JOB: 11 months

PERSONAL GROWTH: The Olive Garden has worked successfully with supported employees at many of their locations. James is a “people person,” so being a greeter is the perfect job fit for him. He also likes to wear a uniform and proudly wears his Olive Garden shirt and name tag at each of his four shifts a week. Many repeat customers come to lunch at the Olive Garden just so they can say hi to James!

WHAT MAKES THIS STORY UNIQUE: *James loves his job, and he has an amazing smile on his face that never seems to fade. His employer is extremely supportive, and this job uses one of his natural talents...you can see how happy he is every day.*



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Jesse: A perfect fit



EMPLOYER: Merrill Gardens at Renton Centre

JOB TITLE: Dishwasher

MAIN JOB TASKS: Jesse washes dishes.

AVERAGE NUMBER OF HOURS PER WEEK: 15

LENGTH OF TIME ON JOB: 51 months

PERSONAL GROWTH: Jesse knows his job well, and he's friendly and well-liked by everyone. Initially, he was quiet at work; now he knows all of his coworkers and does his job with limited employment supports.

WHAT MAKES THIS STORY UNIQUE: *Jesse loves his job! When he first started at Merrill Gardens, we knew it was a good fit, but we imagined that Jesse would eventually want to move up or into another position with more tasks and challenges. When given the opportunity to work for the City of Seattle at a higher wage and with benefits, Jesse declined. He said he loves his job too much and is not interested in leaving.*



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Kit: Coming out of her shell



EMPLOYER: The Meridian School

JOB TITLE: School and Library Assistant

MAIN JOB TASKS: Kit re-shelves books, cleans hallways, and organizes classroom book baskets.

AVERAGE NUMBER OF HOURS PER WEEK: 12

LENGTH OF TIME ON JOB: 6 months

COLLABORATION: Vadis partnered with Kit's family and the Meridian School to establish a plan for successful employment. Kit was accommodated with extra breaks as she got used to full work days, and the team consulted Kit's transition teacher every step of the way to ensure that Kit utilized all the skills she learned in Project SEARCH. DVR assisted with other work accommodations. Finally; Kit, her family and Vadis brought Access transportation into the fold to make sure Kit got home safely every day.

WHAT MAKES THIS STORY UNIQUE: *Kit was shy, but after less than a month at The Meridian School, Kit began to reach out to her co-workers and supervisors in warm and meaningful ways. Her job provided an opportunity come out of her shell!*



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Nick: Becoming independent



EMPLOYER: Seattle Children's Hospital

JOB TITLE: Material Waste Handler

MAIN JOB TASKS: Nick retrieves trash and recycling throughout the hospital and deposits it into the appropriate receptacle. Nick also maintains the area surrounding the trash and compactors.

AVERAGE NUMBER OF HOURS PER WEEK:
30

LENGTH OF TIME ON JOB: 35 months

PERSONAL GROWTH: Through this job, Nick has become more independent. His social skills have improved dramatically, and his income has increased. Combined, these factors make Nick an excellent candidate for a group living situation. He's also exploring the possibility of renting. As a result, Nick is taking courses on how to manage his finances and his family prepared to assist Nick in finding the right independent living situation. Nick also recognizes the tremendous value Children's Hospital represents within our community and he understands the importance of his role within the organization.

WHAT MAKES THIS STORY UNIQUE: *Nick's success shows us that when a workplace becomes more inclusive, it's a win-win situation. When Nick's position wasn't cut out for him, his employer was willing to make accommodations and, as a result, they gained a valued employee and created a safer work environment.*



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Rebekah: Excitement and enthusiasm



EMPLOYER: Flat Iron Grill

JOB TITLE: Janitorial Aide

MAIN JOB TASKS: Rebekah preps the restaurant for opening by vacuuming, cleaning chairs, wiping tables, cleaning sinks and dusting.

AVERAGE NUMBER OF HOURS PER WEEK:
4

LENGTH OF TIME ON JOB: 23 months

PERSONAL GROWTH: Rebekah has learned so much and grown through her work at the Flat Iron Grill. This job has really pushed her; she is up and moving for most of her shifts, and engaging in more skilled tasks. Rebekah met all of her coworkers, and now looks forward to seeing them every shift. She is proud of her work, and is accomplishing more than anyone ever thought possible.

WHAT MAKES THIS STORY UNIQUE: *Rebekah found the perfect job that has enabled her to grow and develop her skills. She loves her work, and the chance to interact with everyone. Her excitement and enthusiasm shine through every shift.*



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Sean: Working with the owner



EMPLOYER: Flying Pizza Pizzeria

JOB TITLE: Crew Member

MAIN JOB TASKS: Sean cleans, sets tables, wipes windows, sets up the patio area and builds pizza boxes.

AVERAGE NUMBER OF HOURS PER WEEK:
4

LENGTH OF TIME ON JOB: 3 months

PERSONAL GROWTH: Sean is very friendly and sociable. He brings photos and items from home that he shares with his coworkers so that they can get to know him better. Welcomed to a company gathering right after being employed, Sean and his parents were able to spend an evening with Sean's new coworkers and their families at the business owner's house.

WHAT MAKES THIS STORY UNIQUE: *Still newly employed, Sean has found his way as a contributing member of a welcoming and supportive company that values his contributions. The owner, Katheryn Parker, enjoys Sean's company and says that she is able to accomplish more work around the restaurant while Sean is working. As a result, Katheryn changed Sean's schedule so that he would come in during the hours that she normally works!*



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Turrean: Part of a community



EMPLOYER: Seattle Children's Hospital

JOB TITLE: Materials Handler

MAIN JOB TASKS: Turrean receives shipments and redistributes them throughout the hospital.

AVERAGE NUMBER OF HOURS PER WEEK: 20

LENGTH OF TIME ON JOB: 13 months

PERSONAL GROWTH: In this position, Turrean has been provided the opportunity to grow, and he has risen to the occasion! Turrean has developed professionally as he interacts with a large variety of personalities and people from diverse backgrounds. Turrean is an important member of a community that always maintains a focus on helping children get better.

WHAT MAKES THIS STORY UNIQUE: *Seattle Children's Hospital is an organization with high demands of continuous improvement, and Turrean has found success at the center of collaborative support built into the Project SEARCH model.*



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