



Wiseneews' eBook

You're Invited to The Community Summit 2014

March 28th, 2014

When: June 17th - 19th 2014; June 17th Registration Opens 11:00am

Summit Kick Off Sessions 1:00-4:00PM; Summit Keynote 7:00 PM

Where: Wenatchee Convention Center

[Click here for more information](#)

Effective Outreach and Community Networking

March 24th, 2014

It's spring time, which means Business leaders are analyzing staffing needs for the remainder of the fiscal year. What a great time for Employment Consultants to be reconnecting with employer prospects as well as expanding your networks for new leads. Here are some reminders for effective employer outreach and community networking. Remember to use professional networking platforms. Have you reviewed your current website to include employer testimonials to share with new potential employers? Have you set up your LinkedIn account? Have you inquired with your current employers for referrals to other business contacts? Don't forget to ask potential employers skilled questions that identify employer's needs, the hidden job market, and customized employment opportunities. M.McDaniel, V.Morgan and T. Borden

Feds Move Forward With Disability Hiring Mandate

March 31st, 2014

March 25, 2014 - With a new rule taking effect this week, federal officials are looking to compel businesses to significantly increase the number of people with disabilities that they employ. The rule requires most federal contractors to ensure that people with disabilities account for at least 7 percent of workers within each job group in their workforce.

While officials at the U.S. Department of Labor say they are not establishing a firm hiring quota for contractors, they do expect that businesses servicing the government will work toward

achieving the target. Contractors that fail to meet the goal and do not show sufficient effort toward reaching the 7 percent threshold could lose their contracts under the new rule.

Disability advocates say the added pressure on federal contractors will go a long way.

[Click here to continue reading](#)

The Relationship between High Standards, and Work

March 31st, 2014

by Emily Harris, OTAC

"If you treat an individual as he is, he will remain how he is. But if you treat him as if he were what he ought to be and could be, he will become what he ought to be and could be." - Johann Wolfgang von Goethe

I recently watched a Ted Talk about an interesting study that took place in England. The study looked at how our expectations and standards reflect student outcomes in school. The study switched the test scores of students who usually received A grades with those who received D grades before their school year started. The test scores determined what type of schoolwork the students would receive, and ultimately how they were treated by the school (in this study the teachers were not notified of the switch). At the end of the study, the results were interesting to say the least. The D students who were treated like A students rose to the occasion - they were treated like they could succeed, and they did. On the flip side of the study, the A students who were treated like D students began to do worse in school, and unfortunately met the low expectations that were set for them. This study points out a valuable lesson, the importance of setting high standards, raising our expectations, and presuming competence of all people.

The thought of having high expectations is important when considering the topic of work.

As employment consultants, job coaches, job developers, family members, peer supports, friends, teachers, students, community members, we need to join the school of belief. Within that, we acknowledge the belief that *all* people can work. We know that work can look different for all people, and in order for anyone to be successful we must consider supports (supports can look different from person to person, iPhones, iPads, sticky notes, task lists, glasses,

shoe laces...etc.). If the tune of our song is "you can't, you won't, yeah right, yeah but" that will probably be the tune of our outcomes. We need to shift our thinking to the tune of belief, "It's possible, and what would it take in order to support people to rise to the occasion?" When considering Employment for people with disabilities we must remember that not only do we believe people have the right to work, and can work, if there are barriers to employment we must remember to ask, "What supports would it take for this person to be successful at work?" and to believe in each individual as a worker.

Take Advantage of the Earned Income Tax Credit (EITC)!

March 25th, 2014

The Earned Income Tax Credit is a refundable tax credit for eligible low-income workers. Its purpose is to offset the burden of Social Security taxes and provide an incentive to work. To be eligible for the EITC, an individual must have earned income and meet other rules, [shown here](#) . Click the following link to read the full blog post written by Susan Harrell from WISE: <http://gowise.blob.core.windows.net/media/Default/BlogPost/BlogonEITC.pdf>
