

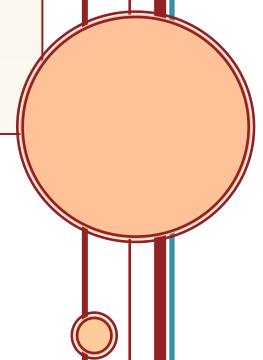


ANNUAL REPORT TO KING COUNTY PARTNERS FOR WORK

January 2012-December 2012



Cesilee Coulson, Executive Director
Monica McDaniel , Program Manager
Debbie Moore, PFW Program Coordinator



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THE HISTORY

PFW is a Rotary District 5030 project that creates employment opportunities for people with developmental disabilities by utilizing Rotarian business leadership as a vital link between job candidates and paid employment.

In 2010 King County Division of Developmental Disabilities Director, Ray Jensen in partnership with King County Executive Dow Constantine, launched an expansion project for PFW throughout Rotary District 5030. The expansion project provided funding to support a full time position called the Partners for Work Coordinator.

The Washington Initiative for Supported Employment (W.i.S.e.) was awarded the contract to expand PFW in September of 2010. The intent of the project is to continue to build employer awareness, generate employment opportunities, create and support internships for transition students and facilitate employment agency connections. To lead the project, W.i.S.e. hired Debbie Moore as the new PFW Coordinator.

NEW VENTURES & PROJECT DEVELOPMENT

Numerous marketing opportunities occurred this year. PFW participated in the District 5030 Assembly where 5 club greeters welcomed Rotarians and “hosted” a panel discussion where they shared positive aspects of being a club greeter. One new club hired a greeter as a result of being an audience member. Bellevue Rotary Club and the City of Bellevue Parks Department hosted a Disability Awareness event to kick off their new accessible park and PFW took part in this day. 3 club greeters attended and answered questions about employment, inspiring families that took part. Lake Union Rotary Club selected PFW as the recipient of their November “Happy Hour for Good” and raised \$1700 for our program. Additionally Edmonds Rotary Club donated \$1000 to PFW this



year. The District Coordinator presented a webinar that expanded interest outside of King County and into Oregon. Several outlying counties have requested programs within their local Rotary clubs and possibilities of expansion and duplication continues to grow.



YEAR TWO HIGHLIGHTS

The following represents a list of primary monthly activities during January – December 2012, year two of the project:

January 2012:

- Attended Duvall Rotary with Riverview School District staff, At Work vendor, met with Vocational Chair, increased interest in expansion within club.
- Attended Snoqualmie Rotary with Snoqualmie School District staff, At Work vendor, met with Vocational Chair, increased interest in expansion within club.
- Hong Kong Association Gala, 3 Rotary Greeters were present and recognized
- Meetings with LWSD, Snoqualmie and Mercer Island Transition Staff

February 2012:

- University District Rotary Club planning/strategy meeting with key members
- Snoqualmie Rotary planning/organizing mock interview/Snoqualmie SD program
- Steering Committee Meeting, planning, expansion ideas
- First Harvest Work Party, networking with Rotarians from various clubs
- Approval of Greeter within the Mercer Island Rotary Club, Mercer Island School District STW student.
- Attended KC Providers Meeting, networking, updates to KC personnel, vendors
- Lake Washington School District Academy scheduled for mock interview program with Redmond Rousers in April
- Issaquah School District Transition Program interviews for next year's greeter within the Issaquah Rotary club

March 2012:

- Mercer Island Rotary Club, Greeter Kick-Off Event, DG's, visitors, Jesse (RRousers greeter), Mercer Island School District staff and new greeter Brad.
- Snoqualmie Rotary/Snoqualmie School District Transition Program mock interview program.
- Rotary First Harvest work party, networking with other Rotarians/clubs
- Kirkland Rotary Club, meeting with Vocational Committee, interest in mock interview session with local school district.
- Updated District 5030 Website with statistics, pictures
- Highline Program, PFW presentation, customer service, follow up training
- Approval granted for program/presentation at the District Assembly in June from Steve Lingenbrink, DG Elect
- Bremerton Rotary Club Presentation,
- Bellevue Breakfast Rotary greeter hired, Bellevue SD Transition student, At Work agency support

April 2012:

- Attended Redmond Business Showcase event, networking, meeting employers from the eastside
- Steering Committee meeting was held this month.
- Attended District 5030 Conference, Networking, Marketing, Numerous discussions, meeting with Steve Lingenbrink, District Gov.(next year)
- Redmond Rousers Rotary mock interviews with the Lake Washington School District Transition Program/Provail

May 2012:

- Hard Rock Café position, task analysis, King County wide announcement to employment vendors, selection, interviews
- Created and finalized Employer Networking Breakfast flyer for upcoming event in June
- Finalized District Assembly Presentation, greeters, program, marketing information
- Webinar, PFW, early preparation phase

June 2012:

- Rotary District Assembly presentation, 5 club greeters attended and participated in panel program, welcomed Rotarians to event
- Rotary District Gov. Steve Lingenbrink letter of support/promotion sent out to 2012/2013 Club Presidents
- Steering Committee Meeting, future planning, Frank Devlyn Award update
- Business Networking Breakfast, Seattle Yacht club. Panel presentation with 3 PFW employers, greeter, Christina Barry and potential Rotarian employers
- PFW Webinar
- Edmonds Rotary Club PFW donation of \$1000.00 was awarded following presentation in their club
- Meeting with Enumclaw Vocational Chairman, voting on employing a club greeter

July 2012:

- Enumclaw Rotary club greeter interviews, selection, start date, 8/2/12.
- District project renewal was started this month, process, players, club involvement
- Disability Awareness month initial planning, scheduling presentations, working with steering committee members

August 2012:

- Continuation of Disability Awareness month program planning in various clubs, inviting guest Rotarians, working with steering committee members
- PFW Presentation preparation for King County meeting in September
- Rotary First Harvest work party, networking with Rotarians
- Collaboration with Sammamish Rotary club, newspaper article, introduction/PFW
- Issaquah Rotary selected their new greeter, ISD, STW student graduating in June, 2013

September 2012:

- Planning meeting with Mercer Island Transition team, MI Rotary and PSP, greeter discussion
- Steering Committee Meeting was held
- Covington Rotary Club decision to hire greeter, TOP Program will provide candidates
- Participated in a Disability Awareness event "Play for All Expo" co-sponsored by Bellevue Rotary Club and the City of Bellevue, greeters, marketing
- King County Providers meeting

October 2012:

- District Project renewal, continued preparation, education/sales pitch to all clubs
- Mason County, Shelton Rotary Club PFW Presentation
- Covington greeter started work

November 2012:

- Steering committee meeting, included Edmonds Rotarian, first steps in strategic planning
- Kent Rotary Club mock interviews with Kent TOP Program students
- University District Rotary Club mock interviews with Bellevue SD Transition Program students
- King County Annual Report preparation
- Lake Union Rotary club, "Happy Hour for Good" PFW fundraiser event, raised \$1400

December 2012:

- Meeting with Bellevue Breakfast Rotarian and Bellevue Lunch Rotarian and At Work agency, designing "PFW Challenge" for job leads and paid employment. Pitch to club boards, start in January-June.

ACTIVE PFW CLUBS:

Eighteen active PFW Clubs have various commitment levels. These clubs have hired greeters, provided opportunities for STW internship sites and/or Rotarians in these clubs have employed candidates at their workplace. They have committed financially, secured board approval and “identified” a champion that supports the PFW Coordinator with project expansion tasks within their clubs.

Club Involvement: 2003-2010: 7 clubs, 2010-2011: 6 clubs, 2012: 5 clubs

PFW STEERING COMMITTEE BOARD

- **Debbie Moore, Issaquah Rotary – 2 year Rotarian**
- **Trish Borden, Auburn Rotary – 21 year Rotarian**
- **Lisa Fox, University Distr. – 9 year Rotarian**
- **Lee Ockinga, Vashon Island – 6 year Rotarian**
- **Christina Davidson, Seattle International – 3 year Rotarian**
- **Tom Swanson, University District – 8 year Rotarian**
- **Terry Davis, Auburn Rotary – 8 year Rotarian**
- **Chuck Doland, Bellevue Rotary – 36 year Rotarian**
- **David Cleese, Seattle International – 7 year Rotarian**
- **Kelly Kyle, Redmond Rousers – 10 year Rotarian**
- **Tom Callahan, Mercer Island – 7 year Rotarian**
- **Jane Kuechele, Bellevue Breakfast Rotary – 15 year Rotarian**

INTRODUCING THE FRANK DEVLYN AWARD

THIS AWARD IS GIVEN TO CLUBS WHERE AT LEAST 5% OF THEIR MEMBERSHIP GENERATE JOBS FOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES.



THREE ROTARIAN CLUBS ACHIEVED THE FRANK DEVLYN AWARD IN 2011:

ISSAQUAH, REDMOND ROUSERS AND COVINGTON

AWARD IN 2012: SNOQUALMIE

PFW Internship Program Outcomes

Internship Program Highlights

Team meetings with King County Transition Programs have occurred throughout the county. Rotarian internship sites have been developed in 7 organizations this year and passed off to 4 transition programs. To date this year one of these has turned into paid employment for a student with anticipation more will develop.

Rotarian Internship Partners:

Music Works, King County Library Services Distribution Center, City of Tukwila, Safeway, Talus Retirement Center, Masonic Lodge, Coinstar, Issaquah Fish Hatchery, Paradiso Olive Oils, Snoqualmie Valley YMCA, Head Games Hair Salon, Snoqualmie Senior Center, Pacific Outdoor Products, Fairwinds Redmond

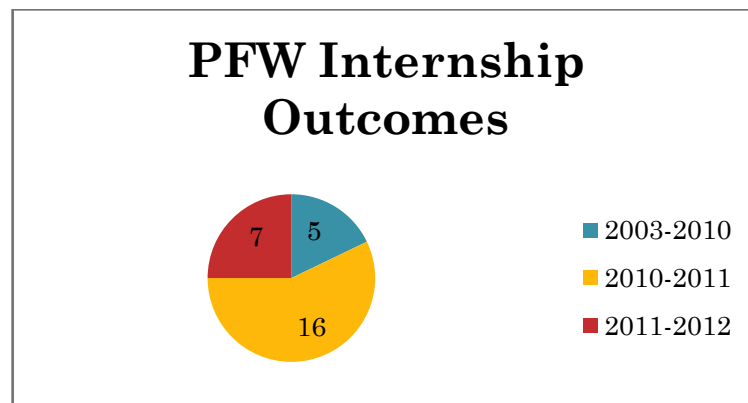
“We have thoroughly enjoyed having Tyler as an intern at our hatchery and have truly appreciated his help in addressing some of our landscape needs. He has become a great asset to our core group of staff and volunteers” Jane Kuechle, Executive Director of friends, Issaquah Salmon Hatchery



Tyler, Snoqualmie School District



Eve, Snoqualmie School Dist. at Snoqualmie YMCA



Mock Interviews

Through mock interviews Rotarians can offer an exceptional experience for Transition students. As business representatives we can provide an actual interview exercise where students can share their resume, experiences and skills. Rotarians provide students feedback on their marketable skills, dependable strengths and assess their interview technique. This information is invaluable to students and teachers as they develop their career portfolios in preparation of exiting the school system. Each student will leave with a certificate of completion after being introduced to the club from a Rotarian that interviewed them.



Participating Rotary clubs this year were Auburn Rotary/Auburn School District, Kent Rotary/Kent TOP Program, Redmond Rousers/LWSD Transition Program, Snoqualmie Rotary/Snoqualmie School District, University District Rotary/Bellevue School District and Bellevue Rotary/Bellevue School District.

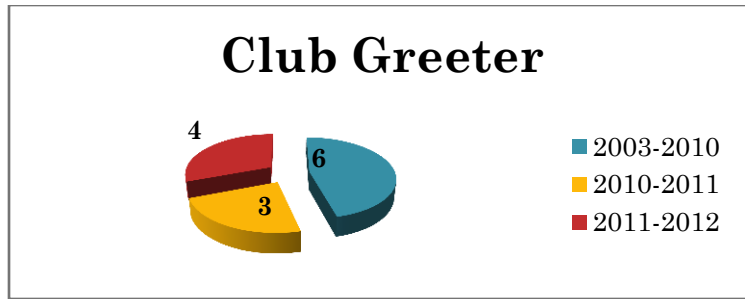


PFW Rotary Club Greeters

Rotary Club Greeters

Thirteen Rotary Clubs have hired greeters. These yearlong “working interviews” are opportunities for transition students to improve work skills, expand their work experience and earn a paycheck while networking with business people on a weekly basis. Additionally employment vendors are provided a platform to build a relationship with their STW student. Lastly, Rotary clubs awareness about PFW is increased. 9 greeters have gone on to paid employment which opens the door for additional students to take part in this aspect of PFW.



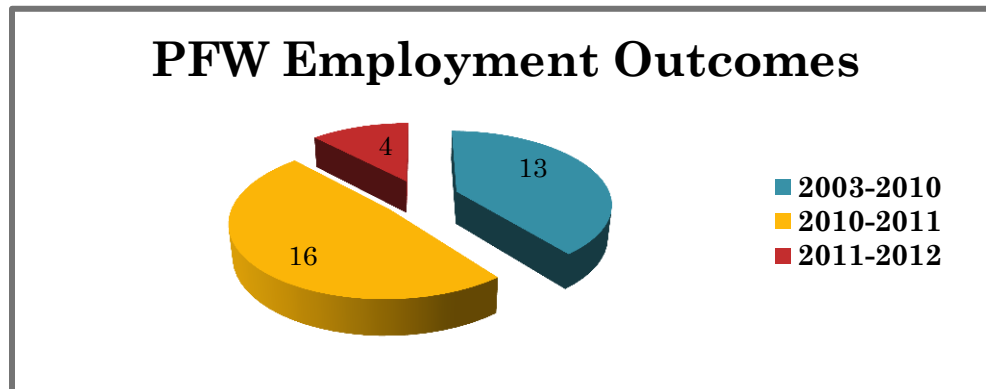


View our video: [Hire a PFW Club Greeter](#)

EMPLOYMENT

Rotarian Employment Partners

The following are Rotarian businesses that have hired individuals with developmental disabilities in the PFW project: Uber Entertainment Inc., Chevron/Covington, Curran Law Firm, Panera Bread, Bonaci Jewelry, Albertsons, Safeway, NW Grating, Coinstar, Forward Mobility, Empire Facility Services, Issaquah Fish Hatchery, Zeeks Pizza, Evergreen Ford, The Dean Company, Primo Pizza, Walmart, Hard Rock Café, Academy Mortgage and SME Electric.



“Miles brings a great attitude and has become a part of our team at Academy Mortgage” Brad Toft, Branch Manager

View our video: [An Employers Perspective](#)

PFW ANNUAL ACTIVITES

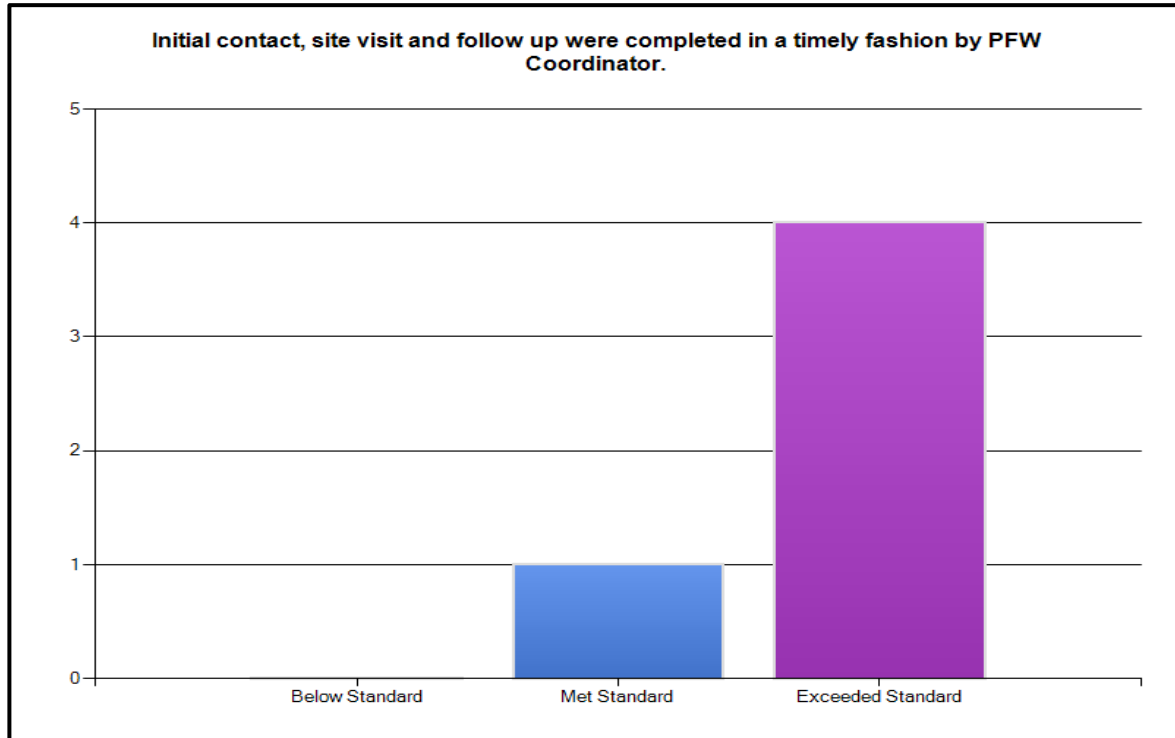
Rotary Club Presentations/Personal Follow up Meetings

| MONTH | ROTARY CLUB | # ATTENDEES | FOLLOW UP MEETINGS |
|------------------|--|--------------------|---------------------------|
| JAN.2012 | Snoqualmie Rotary | 45-50 | 19 |
| FEB.2012 | Mercer Island Rotary Maple Valley Rotary Lake Forest Park Rotary | 250-300 | 16 |
| MAR.2012 | Kirkland Downtown Rotary Enumclaw Rotary | 90-100 | 22 |
| APR.2012 | District 5030 Conference | 500-550 | 19 |
| MAY.2012 | Renton Rotary | 75-85 | 14 |
| JUNE 2012 | Rotary District Assembly Edmonds Rotary Enumclaw Rotary Employer Networking Event | 150-175 | 12 |
| JULY.2012 | Mercer Island Rotary Sammamish Rotary | 175-200 | 17 |
| AUG.2012 | Covington Rotary Tukwila Rotary Mercer Island Rotary | 175-200 | 15 |
| SEPT.2012 | Bellevue Overlake Rotary Bellevue Sunrise Rotary | 65-75 | 10 |
| OCT.2012 | Redmond Rousers Rotary International District Mercer Island | 225-250 | 12 |
| NOV.2012 | University District Lake Union Neighborhood, Happy Hour for Good | 150-175 | 13 |
| DEC.2012 | No Presentations this month | N/A | 12 |

SUMMARY OF EVALUATIONS FROM BUSINESSES

Surveys were sent to eight employers after reaching 90 days of placement, we received five responses and the information is as follows:

1.)



Comments:

- Debbie was great - very prompt and enthusiastic
- Debbie Moore met with me prior, during and after. she was very helpful.

2.)

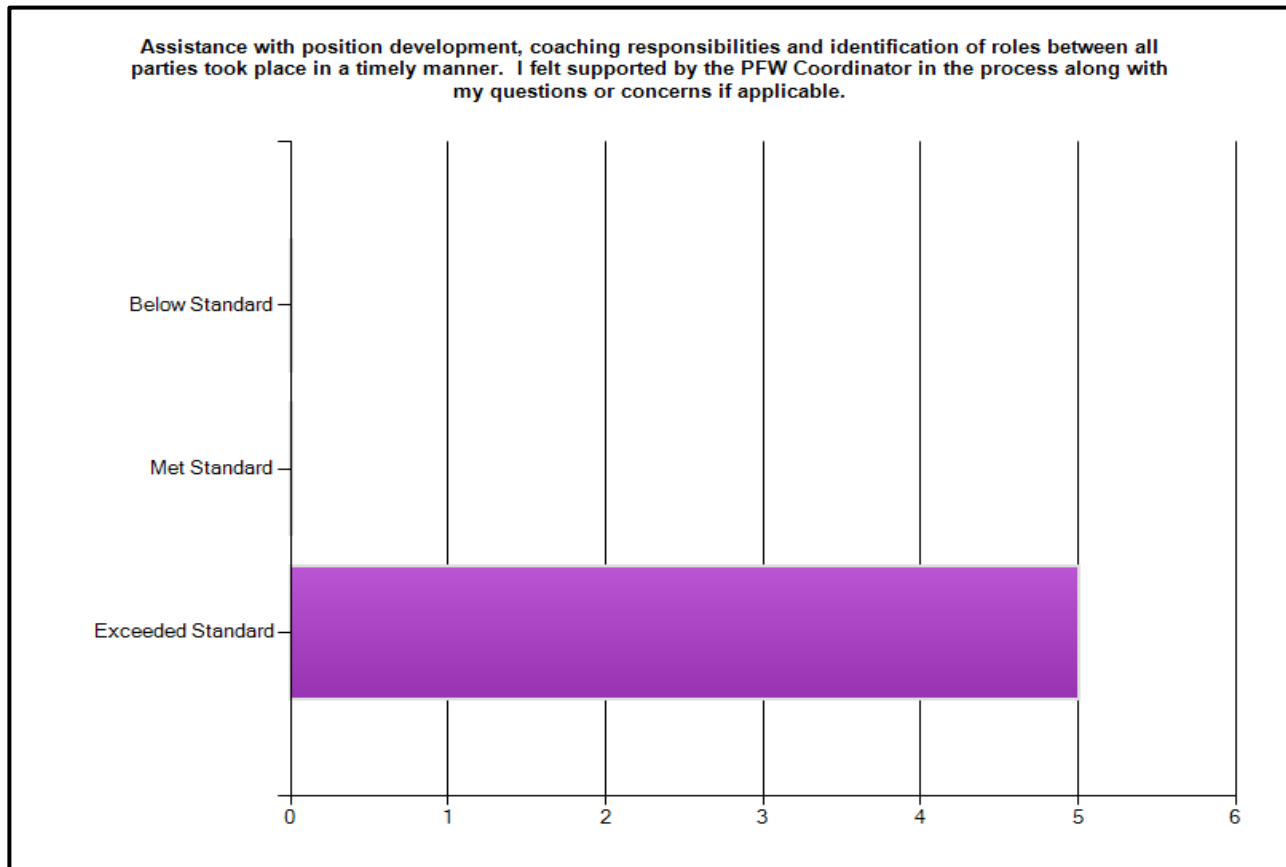
| Selection and pre-screened applicants were appropriate and qualified for our position | | |
|---|-----------------|---------------|
| AnswerOptions | ResponsePercent | ResponseCount |
| Below Standard | 0.0% | 0 |
| Met Standard | 20.0% | 1 |
| Exceeded Standard | 80.0% | 4 |
| Comment | | 1 |
| AnsweredQuestion | | 5 |
| SkippedQuestion | | 0 |

3.)

Introduction and selection of employment vendor and/or school district was handled efficiently and agency roles explained thoroughly by PFW Coordinator.

| AnswerOptions | ResponsePercent | ResponseCount |
|-------------------------|-----------------|---------------|
| Below Standard | 0.0% | 0 |
| Met Standard | 20.0% | 1 |
| Exceeded Standard | 80.0% | 4 |
| Comment | | 0 |
| <i>AnsweredQuestion</i> | | 5 |
| <i>SkippedQuestion</i> | | 0 |

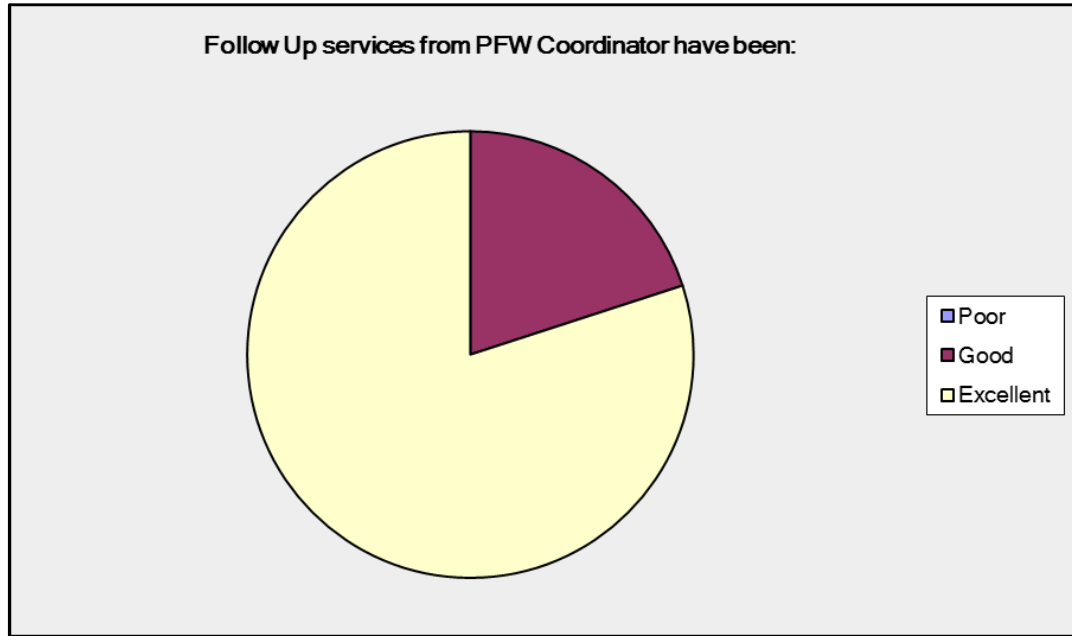
4.)



Comments:

- Pilar has been great - she has provided excellent support to Michelle, ensuring her success with us.
- Debbie and Shawn Wood were both fantastic

5.)



| Follow Up services from PFW Coordinator have been: | | |
|--|-----------------|---------------|
| AnswerOptions | ResponsePercent | ResponseCount |
| Poor | 0.0% | 0 |
| Good | 20.0% | 1 |
| Excellent | 80.0% | 4 |
| Comment | | 1 |
| <i>AnsweredQuestion</i> | | 5 |
| <i>SkippedQuestion</i> | | 0 |

6.)

I feel comfortable endorsing the PFW Program to other Rotarians as a viable option for interns and/or employees. Please add comments and/or quotes. By agreeing to leave a comment or quote you agree to give W.i.S.e - PFW permission to utilize them in future Partners for Work marketing endeavors with potential Rotarians.

| AnswerOptions | ResponseCount |
|-------------------------|---------------|
| <i>AnsweredQuestion</i> | 2 |
| <i>SkippedQuestion</i> | 3 |

Comments:

- PFW has been very responsive to helping us find a great candidate to perform the tasks we need done. The on-going support of a job coach made the on-boarding process smoother than with regular employees.
- Matthew Yee has been an asset to my kitchen. Comes to work when scheduled, sober, does not complain, does not take smoke breaks, no drama, just puts his head down and rocks. Genuinely happy to be here. I am genuinely happy to have him here.

STW Participant & Family Survey

1.)



2.)

| Program information was clearly delivered throughout our son/daughters experience, by the PFW Coordinator | | |
|---|-----------------|---------------|
| AnswerOptions | ResponsePercent | ResponseCount |
| poor | 0.0% | 0 |
| good | 0.0% | 0 |
| excellent | 100.0% | 5 |
| Comment | | 4 |
| AnsweredQuestion | | 5 |
| SkippedQuestion | | 0 |

Comments:

- It is the perfect match for Christina and she loves it!
- The process seemed seamless which led to a good mesh for Brian and NWG
- Debbie is a great communicator and clearly passionate about the program! I always felt like I had a ready and accessible source of information in her.
- Even though our son is now out of the ACT program we are still involved in other events and that is more than we could ever have anticipated.

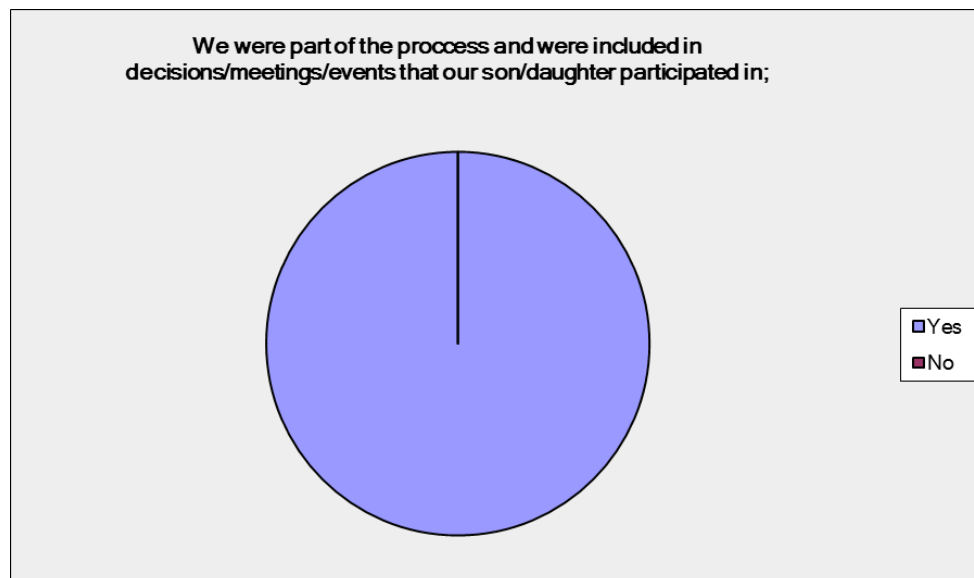
3.)

| Program information and support was provided by school district staff; | | |
|--|-----------------|---------------|
| AnswerOptions | ResponsePercent | ResponseCount |
| N/A | 40.0% | 2 |
| Poor | 0.0% | 0 |
| Good | 0.0% | 0 |
| Excellent | 60.0% | 3 |
| Comment | | 2 |
| AnsweredQuestion | | 5 |
| SkippedQuestion | | 0 |

Comments:

- The school district was completely on board and did a good job of supporting our son.
- Our son was selected to interview for the Rotary greeter position by the school staff. Once selected by Rotary the staff ensured our son was ready to be picked up on time.

4.)



Comments:

- Very definitely, we felt we part of a team
- We totally felt like part of the process, although we weren't included in every meeting. That made sense to me, as it was time for our son to be out in the working world and a bit more independent. However, it would have been helpful to know when meetings were taking place, so that parental input could be provided even if we didn't attend.
- As parents we felt we were included in the entire process.

5.)

Please take a minute to consider endorsing the PFW program. Please add comments/thoughts/positive experiences/quotes, as to your son/daughters experience in thier tenure. By agreeing to leave a comment or quote you agree to give W.i.S.e. permission to utilize them in future PFW marketing endeavors with KC, Rotarians and Employment Vendor opanizations.

| AnswerOptions | ResponseCount |
|-------------------------|---------------|
| <i>AnsweredQuestion</i> | 5 |
| <i>SkippedQuestion</i> | 0 |

Comments:

| | | |
|----|---|----------------------------------|
| 1. | Annalise has worked with PFW program since September. She is learning new skills and is improving her independence to work on her own. PFW matched her up in a position that provided a good working environment that she can succeed in. | Mon, Dec 3, 2012 8:05 PM |
| 2. | Our daughter Christina loves her job, it is a perfect fit for her and she looks forward to going to work each week. | Mon, Dec 3, 2012 12:34 PM |
| 3. | Without PFW's sensitive approach Brian would likely have experienced problems due to his multifaceted disabilities. His social skills are improving and he is relaxed both at Rotary and NWG. He attended a Ukrainian wedding and has accompanied his NWG, and spoke, at Rotary meetings. | Fri, Nov 30, 2012 8:41 AM |
| 4. | I can't think of a program that makes more sense than Partners for Work! The student gains valuable work experience and exposure to a number of business people in the community. The Rotary Club grows to be more inclusive and becomes acquainted with potential employees with much to offer. The synergy is incredible, and when it works and jobs are found, everyone wins! Every Rotary Club would do themselves a big favor to participate in PFW and learn more about supported employment. | Mon, Nov 26, 2012 10:40 PM |
| 5. | The PFW program was a remarkable experience for our son. From the start he took pride in his job, was able to learn the position and not have a job coach present, made many friends, and build confidence. This was a paid position, but as parents we would have been happy even if it was a volunteer postion. We feel blessed to be part of the PFW program. | Mon, Nov 26, 2012 1:56 PM |