



## KING COUNTY PARTNERS FOR WORK REPORT

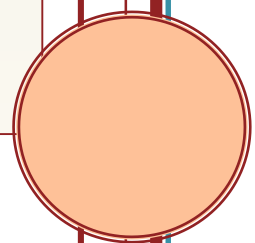
*January 2014-December 2014*



Cesilee Coulson, Executive Director

Monica McDaniel, Senior Program Manager

Debbie Moore, PFW Program Coordinator



# ANNUAL REPORT TO KING COUNTY

*January 2014-December 2014*

## The History

Partners for Work (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 and 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 (WISE) 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, WISE hired Debbie Moore as the PFW Coordinator.

## New Ventures & Project Development

The 2014 project year was one of continued growth and expansion for the PFW project. Two District 5030 events were held along with numerous club level recognition programs.

In February of 2014 PFW attended a Rotary First Harvest work party. Advisory committee members along with 5 Rotary Club Greeters volunteered and networked among approximately 150 Rotarians. A short program was presented and greeters were introduced as job seekers. For the next 3 hours the job seekers showcased their skills alongside business representatives. This marketing opportunity will occur twice per year.

In September, PFW hosted a Social/Fireside at Crab Cracker in Kirkland. The Program featured Advisory Committee members as leaders in the success of our project. Each shared briefly about their involvement and described specific club activities that take place throughout the District. As part of the event team, PFW Rotary Club Greeters helped welcome everyone, talked about the benefits of their jobs, and were recognized for their work.

This event brought together Rotarians, King County personnel, employers, support agencies, and greeters displaying the strong community partnerships that have been developed through PFW. Debbie Moore's presentation at the event can be found here: [Crab Craker Program](#)



Club level highlights included two new Frank Devlyn Award presentations to Burien and Bellevue Breakfast Rotary Clubs. This brings our District total Frank Devlyn clubs to 6. Our first PFW Challenge winner, Bellevue Breakfast was presented their award and year two of the Challenge kicked off in December. This competitive model is expanding and approval is underway for additional challenges throughout the District.

With the continued success of District 5030, Partners for Work has had the bandwidth to also create a stir across the Northwest. One outreach strategy was to have the District Coordinator present a webinar to generate interest outside of King County. As a result of this outreach, the Spokane Downtown Rotary club has hired a PFW greeter and outreach continues to additional clubs within Spokane. Several outlying counties have requested programs within their regions and counties and there will be many planning opportunities for growth in 2015.

## Year Four Highlights

The following is a high level review of monthly highlights for 2014, the fourth year of PFW.

### January 2014:

- Steering Committee meeting was held, planning for expansion/structure of committee
- King County Annual Report was completed

### February 2014:

- PFW/Rotary First Harvest District event. Steering committee members, club greeters volunteered at this marketing and networking experience.
- Steering committee meeting, continued progress on structure.
- Attended meeting with STW/Alaska visitors introduction to PFW
- PFW was asked to be included in 3 year grant with LEO to expand employment and inclusion within Rotary District 5030 and across the state

### March 2014:

- Steering Committee meeting was held with continued work on re- structuring and expansion.
- Bellevue School District participated in mock interviews with Bellevue Rotary Club
- PFW was presented and adopted in Bend Oregon Rotary Club
- PFW was presented at the Highline Community College Certification Program

### April 2014:

- Burien Rotary club achieved Frank Devlyn award status, our 5<sup>th</sup> club in District 5030.
- Ongoing work continued on best practices information and steering committee re-structuring
- Three mock interview programs with Highline, Seattle and Northshore School Districts were held.

### May 2014:

- Delivered PFW Webinar including Rotarian as part of the content
- Delivered presentation to KC/DDD Board meeting
- Steering committee meeting was held
- Met with Rotary First Harvest managers to gain insight into District Project growth strategies

### June 2014:

- Participated in conference call with Oregon Employment Team, highlighting PFW
- Attended Community Summit Conference, marketing opportunities Statewide
- Steering Committee meeting held focused on initial planning for September event

### July 2014:

- Continued planning for District event in September, social, mixer, networking
- Steering committee expansion, face book, social media, new member outreach
- Completed planning work for greeter positions for next year

### August 2014:

- New PFW Logo approval and acceptance from Steering Committee
- September Social planning continued focus on program agenda, publicity
- School to Work (STW) program conversations/meetings, planning for school year, greeter candidates: Mercer Island, Issaquah, Covington, Lynwood

### September 2014:

- PFW Social/Fireside held, 35-40 in attendance, networking, expansion ideas shared
- Woodinville Rotary Club started their first greeter (Northshore Transition Program)
- Mercer Island started their greeter (Mercer Island Transition Program)

- Covington Rotary Club greeter interviews with TOP Program (Kent Transition Program) students, with the new greeter starting at the end of the month

#### October 2014:

- Disability Awareness month programs in 3 Rotary clubs included PFW.
- Mercer Island RC greeter was showcased in a video introduction/resume.

#### November 2014:

- Enumclaw Rotary Club hosted their first mock interview program.
- Bellevue Breakfast was presented the Challenge award, kicking off Challenge 2015 with BRC
- Alderwood Terrace RC started their first greeter

#### December 2014:

- NE Seattle hosted their first mock interview program with Northshore SD
- Bellevue Noon Rotary Club kicked off Challenge 2015 with BBRC

### Active PFW Clubs

Twenty eight 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 within their clubs that supports the PFW Coordinator with project expansion tasks ensuring the success of the project.

Club Involvement continues to steadily increase:

- 2003-2010: 7 new club partnerships
- 2011: 6 new club partnerships
- 2012: 5 new club partnerships
- 2013: 6 new club partnerships
- 2014: 4 new club partnerships

### PFW Steering Committee Board

A key feature of the PFW project is the leadership of the Steering Committee. This year the committee committed to developing a project strategic plan to further clarify the work of the project and to increase the impact. The following individuals represent the PFW Steering Committee. We thank the steering committee for their wisdom, contribution and leadership.

- Trish Borden, Auburn Rotary – 23 year Rotarian
- Lisa Fox, University District Rotary – 11 year Rotarian
- Christina Davidson, Seattle International Rotary – 5 year Rotarian
- Tom Swanson, University District Rotary – 10 year Rotarian
- Terry Davis, Auburn Rotary – 10 year Rotarian
- Chuck Doland, Bellevue Rotary – 38 year Rotarian
- Anne-Marie Lake, Lynwood Rotary-1 year Rotarian
- Kelly Kyle, Bellevue Overlake Rotary– 12 year Rotarian
- Tom Callahan, Mercer Island Rotary – 9 year Rotarian
- Jane Kuechele, Bellevue Breakfast Rotary – 17 year Rotarian
- Debbie Moore, PFW Coordinator Issaquah Rotary – 4 year Rotarian
- Jim Hunt, Bellevue Rotary- 1 year Rotarian

“Deanna is awesome. She is a great worker, reliable, on-time and ever so diligent.

She has become a wonderful addition to our team. We are impressed and thrilled to be collaborating in this way.

It is a ‘win-win’ situation!

Danielle Prince, Program Director, Eastside Legal Assistance Program

## PFW Internship Program Outcomes

### Internship Program Highlights



Deanna, ISD, ELAP Internship,

This year we placed an emphasis on conducting team meetings with King County School Transition Programs throughout King County to focus on the development of business internship opportunities. Rotarians developed 2 internship sites this year and handed off the sites to 2 transition programs.

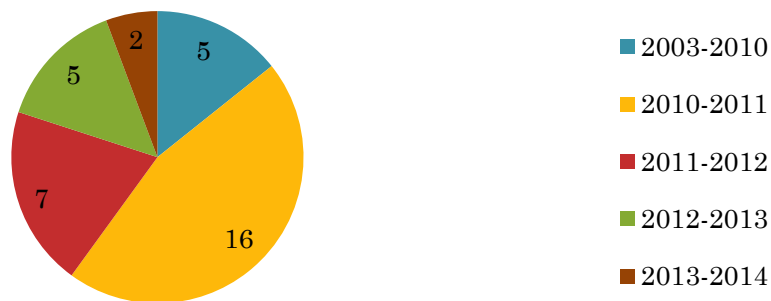
## Rotarian Internship Partners

Currently the following businesses are internship partners:

Eastside Legal Assistance Program, Music Works, King County Library Services Distribution Center, City of Tukwila, Safeway, Coinstar, Issaquah Fish Hatchery, Snoqualmie Valley YMCA, Games Hair Salon, Fairwinds Redmond, Plantscapes, Riverdog, University YMCA, CWU, Snoqualmie Senior Center, Pacific Outdoor Products



## PFW Internship Outcomes



## Mock Interviews

Through mock interviews Rotarians continued to offer an exceptional experience for Transition students. As business



representatives, Rotarians provided an actual interview exercise where students shared their resume, experiences and skills. Rotarians provided students feedback on their marketable skills, dependable strengths and assessed their interview technique. This information was invaluable to students and teachers as they



developed career portfolios in preparation of exiting the school system. Each student left the event with a certificate of completion after being introduced to the club from a Rotarian that interviewed them.

Programs that were involved included the Auburn Rotary/Auburn School District, Kent Rotary/Kent TOP Program, Issaquah Rotary Club/Issaquah School District, University District Rotary/Seattle School District, Burien/Highline School District and Bellevue Rotary/Bellevue School District, Enumclaw/ Enumclaw School District, N.E.Seattle Rotary Club/Northshore School District

Check out our video: [PFW: Mock Interview Programs with Local School Districts](#)

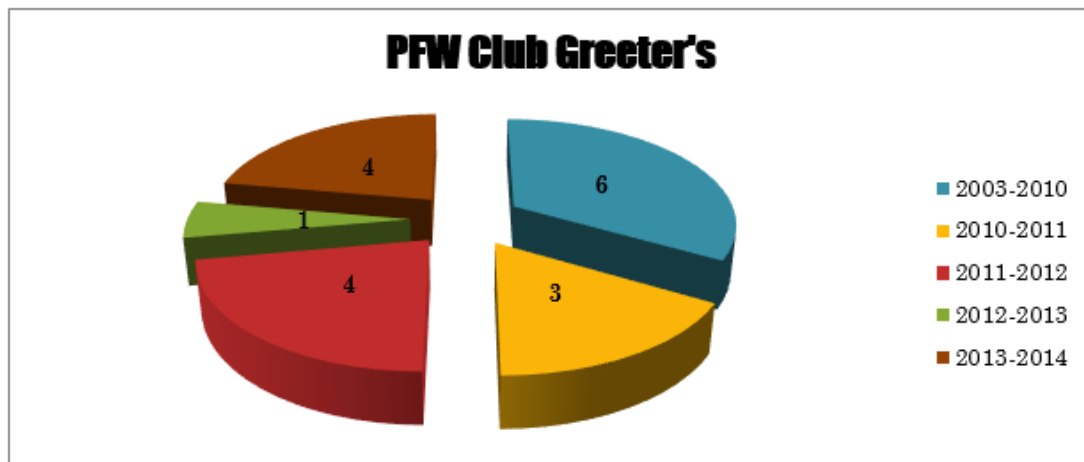
### PFW Rotary Club Greeters

Eighteen Rotary Clubs have hired greeters through PFW. These year long “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.



King County employment agencies are connected with students and the worksites provide a platform for the employment agency to build a relationship with their STW student.

Rotary clubs awareness about PFW is increased as a result of the greeter positions. Over the past four years, 18 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: [Club Greeters, in their own words](#)



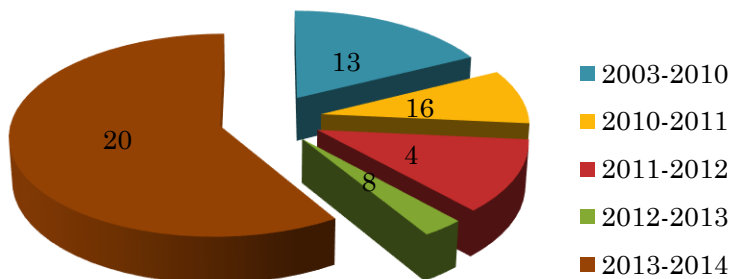
## Rotarian Employment Partners



The ultimate outcome of paid employment is realized through PFW each year. We thank the following Rotarian led businesses that have hired individuals with developmental disabilities through 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, Seattle Boat Company, Sunny Wonder Media, Direct Interactions, University YMCA, Cox Financial, Treasures and Trinkets, Sand Point Country Club and Auburn School District.

### PFW Employment Outcomes



## BUSINESS LEADERS



University YMCA, Nathan

“Nathan is faithful in performing his duties everyday. He shares his enthusiasm with all of the staff and members while contributing in the daily operations of the Y. We are lucky to have been introduced to Nathan through PFW”

Steve Lewis, Executive Director, University Family YMCA

Through the partnership and leadership of Rotarian led business, Partners for Work continues to increase employment opportunities and outcomes for individuals with developmental disabilities!



## PFW ANNUAL ACTIVITES

### Rotary Club Presentations/Personal Follow up Meetings

MONTH	ROTARY CLUB	# ATTENDEES	FOLLOW UP MEETINGS
JAN.2014	Burien	45-50	3
FEB.2014	Federal Way Bellevue Rotary Burien	250-275	19
MAR.2014	DesMoines Snoqualmie Lynwood	150-175	22
APR.2014	Mercer Island Burien University District International District District Conference/Marketing	675-700	33
MAY.2014	Sammamish Rotary Club Auburn Rotary Club	65-70	14
JUNE 2014	Bellevue Breakfast Rotary	125-150	8
JULY.2014	Issaquah	50	6
AUG.2014	Alderwood Terrace	25-30	4



SEPT.2014	District Wide Social/Fireside Seattle NE Rotary	70-80	12
OCT.2014	Issaquah Rotary Club Mercer Island Rotary Club Alderwood Terrace Rotary Club	200-225	22
NOV.2014	Bellevue Breakfast Rotary Club Enumclaw Rotary Club	100-125	6
DEC.2014	Seattle NE Rotary Club Bellevue Noon Rotary Club	125-150	7

## PFW Employer Feedback, 2014



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

1. Initial contact, site visit and follow up were completed in a timely fashion by PFW Coordinator.		Response Percent	Response Count
Below Standard	<div style="width: 0%;"></div>	0.0%	0
Met Standard	<div style="width: 0%;"></div>	0.0%	0
<b>Exceeded Standard</b>	<div style="width: 100%; background-color: #4f81bd; border: 1px solid black;"></div>	<b>100.0%</b>	<b>4</b>
		Comment	0
		<b>answered question</b>	<b>4</b>
		<b>skipped question</b>	<b>0</b>

**2. Selection and pre-screened applicants were appropriate and qualified for our position**

		Response Percent	Response Count
Below Standard		0.0%	0
Met Standard		50.0%	2
Exceeded Standard		50.0%	2
	Comment		0
	answered question		4
	skipped question		0

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

		Response Percent	Response Count
Below Standard		0.0%	0
Met Standard		50.0%	2
Exceeded Standard		50.0%	2
	Comment		0
	answered question		4
	skipped question		0



4. Assistance with position development, coaching responsibilities and identification of roles between all parties took place in a timely manner. I felt supported by the PFW Coordinator in the process along with my questions or concerns if applicable.

	Response Percent	Response Count
Below Standard	0.0%	0
Met Standard	0.0%	0
<b>Exceeded Standard</b>	<b>100.0%</b>	<b>4</b>
	Comments	0
	answered question	4
	skipped question	0



5. Follow Up services from PFW Coordinator have been:

	Response Percent	Response Count
Poor	0.0%	0
Good	0.0%	0
<b>Excellent</b>	<b>100.0%</b>	<b>3</b>
	Comment	0
	answered question	3
	skipped question	1

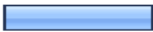

### 6. Follow up services from Agency (Job Coach)

		Response Percent	Response Count
Poor		0.0%	0
Good		25.0%	1
Excellent		75.0%	3
	Comment		0
	<b>answered question</b>		<b>4</b>
	<b>skipped question</b>		<b>0</b>

### 7. Follow Up services from School District (Job Coach)

		Response Percent	Response Count
Poor		0.0%	0
Good		0.0%	0
Excellent		75.0%	3
N/A		25.0%	1
	<b>answered question</b>		<b>4</b>
	<b>skipped question</b>		<b>0</b>

### 8. Who is your PFW Individual

		Response Percent	Response Count
Club Greeter		0.0%	0
High School Intern		25.0%	1
PT Employee		75.0%	3
FT Employee		0.0%	0
answered question			4
skipped question			0

9. 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.

	Response Count
	3
answered question	3
skipped question	1

10. We continue to improve and implement Rotarian feedback as this program develops. Please provide feedback or ideas to improve or enhance the King Co. PFW program

	Response Count
	1
answered question	1
skipped question	3

Page 3, Q9. 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 w...

1	We have been very pleased with the work performance of our employee. Partners For Work introduced us to a resource that has proved to be very valuable. Our employee is contentious, thorough and performs his assigned duties well.	Oct 21, 2014 11:08 AM
2	It has been a pleasure to work with Nathan Nelson, who has worked in a part-time capacity with the University YMCA. Nathan has developed a strong bond with his colleagues and it has been an edifying process for staff and Y members to learn about some of Nathan's tremendous strengths that are not always immediately apparent.	Oct 20, 2014 3:50 PM
3	I definitely agree. I have sent information along to Rotary regarding our success here.	Oct 20, 2014 3:24 PM

Page 3, Q10. We continue to improve and implement Rotarian feedback as this program develops. Please provide feedback or ideas to improve or enhance the King Co. PFW program

1	Its a great program I hope it grows.	Oct 20, 2014 3:24 PM
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## PFW Participant Survey, 2014

In order to ensure continued quality improvement for the project, surveys were sent to 13 families that participated in PFW activities.

### 1. Our son or daughter is or was involved as

	Response Percent	Response Count
Rotary Club Greeter	100.0%	2
Participated in a school district internship site	0.0%	0
Hired into paid employment through the PFW program	0.0%	0
<b>answered question</b>		<b>2</b>
<b>skipped question</b>		<b>0</b>



**2. Program information was clearly delivered throughout our son/daughters experience, by the PFW Coordinator**

		Response Percent	Response Count
poor		0.0%	0
good		0.0%	0
<b>excellent</b>		<b>100.0%</b>	<b>2</b>
	Comment		0
	answered question		2
	skipped question		0

**3. Program information and support was provided by school district staff;**

		Response Percent	Response Count
N/A		50.0%	1
Poor		0.0%	0
<b>Good</b>		<b>50.0%</b>	<b>1</b>
Excellent		0.0%	0
	Comment		0
	answered question		2
	skipped question		0


**4. Program training and support was delivered throughout our son/daughters experience by the employment provider;**

		Response Percent	Response Count
	poor	0.0%	0
	good	0.0%	0
	excellent	100.0%	2
	Comments		0
	answered question		2
	skipped question		0


**5. If issues/problems/concerns were experienced, we were able to solve them via;**

		Response Percent	Response Count
	PFW Coordinator	0.0%	0
	School District Staff	0.0%	0
	Employment Provider	50.0%	1
	All of the above	50.0%	1
	Comment		0
	answered question		2
	skipped question		0


**6. We were part of the process and were included in decisions/meetings/events that our son/daughter participated in;**

		Response Percent	Response Count
Yes		100.0%	2
No		0.0%	0
	Comment		0
	answered question		2
	skipped question		0

**7. Our son/daughters experience was;**

		Response Percent	Response Count
Poor		0.0%	0
Good		0.0%	0
Excellent		100.0%	2
	Other (please specify)		0
	answered question		2
	skipped question		0

**7. Our son/daughters experience was;**

		Response Percent	Response Count
Poor		0.0%	0
Good		0.0%	0
Excellent		100.0%	2
	Other (please specify)		0
	answered question		2
	skipped question		0

**8. 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 opganizations.**

		Response Count
		2
	answered question	2
	skipped question	0

**Page 3, Q8. 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 endeavor...**

1	Excellent program. Our daughter has gained experience, learned to interact with others, increased speaking skills, and especially enjoyed the time spent with Rotarians. Delightful.	Oct 22, 2014 11:44 AM
2	Debbie Moore from PFW and the Woodinville Rotary Club has been a truly wonderful experience for our son Trenton. From our first meeting with Debbie she was kind, caring and compassionate about creating a positive fit. Thank you PFW and Woodinville Rotary for giving our son the opportunity he deserves!	Oct 20, 2014 1:13 PM