



Technical Assistance, Training, and Innovation

ANNUAL REPORT

July 2014 through June 2015

Cesilee Coulson
Executive Director



WASHINGTON INITIATIVE *for* SUPPORTED EMPLOYMENT

WISE BOARD OF DIRECTORS



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Thompson**



Dennis Mathews



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Amy Gonzalez



Gordon Harris

On behalf of the entire WISE team, we'd like to thank Susan Harrell, Senior Program Manager, for leading the development and production of the 2015-2016 annual report!

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EXECUTIVE SUMMARY

Our focus and work remains guided by our vision that employment for people with disabilities will be typical by the year 2020. In order to actualize our vision, WISE continues to focus on community capacity building through innovative pilot projects, training and technical assistance.

There were many highlight activities in Fiscal year 2014-15 delivered in partnership with a range of key stakeholders and community members. Our annual report is intended to share our experiences, recognize our partners and review our outcomes. The WISE team has 16 members and hundreds of consultant partners from Washington, Oregon and across the country. We strive to deliver quality services across Washington and Oregon in partnership with leading national subject matter experts, employment organizations, families, individuals with disabilities and public and private funders.

Our organization is supported by a strong board of directors. The board is led by chair, Karen Williams and vice chair, Margaret Lee Thompson. In the Fall of 2014, we celebrated the work of our outgoing board chair, Dr. David Mank. David served as the WISE board chair for 12 years and as a board member for 13 years. During David's tenure as board chair, WISE grew from providing services in one state to doubling our territory to include the State of Oregon. We want to acknowledge David's outstanding leadership and dedication to the mission of WISE. Thank you David!

In October of 2014, WISE was selected as one of two Technical Assistance and Training organizations to assist 25 Employment agencies across the state of Oregon to transform from centered based service agencies to community employment agencies. WISE began work with 16 organizations in 2015 and is collaborating with Living Opportunities of Medford, Oregon as they are serving the additional nine organizations.

As a result of this new body of work in Oregon, WISE was able to open our new branch office in Portland and added two very talented and well-respected Oregonians to our team. Joining us were Robyn Hoffman leading the Oregon Transformation

Project, and Emily Harris who is leading our Oregon Employment Learning Network (OELN) Training and Technical Assistance effort.

“The world is watching American democracy. Other nations will follow what we do. Failure is unthinkable.”

— Justin Dart

The past twelve months have been dynamic. Our team has provided training to over 1,900 people in Oregon and over 2,200 people in Washington. Our staff engaged in work in multiple states (Alaska, Arizona, Florida, Idaho, Iowa, North Dakota, Nebraska, Texas, California, Minnesota, Pennsylvania, Colorado and Tennessee) and Canada. The following report is our attempt at summarizing the scope and range of activities that were delivered to increase competitive integrated employment for people with intellectual and developmental disabilities and other significant disabilities.

We continue to have an unwavering belief that employment for all is a vital ingredient for independence and inclusive communities.

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TRAINING AND TECHNICAL ASSISTANCE

WA STATE TECHNICAL ASSISTANCE AND TRAINING

WISE staff provided technical assistance and training around the state, funded by the WA State Developmental Disabilities Administration, counties, and other partners. Topics were focused on employment outcomes for adults with intellectual and developmental disabilities, and other disabilities, and included:

- Autism and Employment
- Goal Development and Plan Writing
- Customized Employment Strategies
- Systematic Instruction
- Large Employer Initiatives
- Leadership and Organizational Development
- Assistive and Information Technology
- Person Centered Planning
- Job Coaching and Natural Supports
- Navigating the Service System

Our focus with transition-aged youth and employment includes intensive training and collaboration between stakeholders at the local and state level, and mentoring schools and community members to develop and implement practices that will assist transitioning students to realize paid employment prior to their exit from the school system.

Training topics with schools included:

- Employment Goals for All Students
- Person Centered Career Planning Leading to the IEP
- Developing and Supporting Students in Employment
- Social Security and Medical Benefits
- Career Portfolios
- Assistive and Information Technology
- Customized Employment
- Best Practices in School to Work
- Marketing Transition Programs to Employers
- Guardianship and Trusts
- Building a Whole Life
- Navigating the School System
- Navigating the Adult Service System
- Using Social Media



Daniel Rutten of WISE Training on Using Social Media with Whatcom County Transition Students

THE OREGON TRANSFORMATION PROJECT

The Oregon Transformation Project, funded by the Oregon Department of Human Services (DHS), started December 1, 2014. The purpose of the project is to provide organizational assessment, consultation,

planning, technical assistance and training to Service Providers who applied and were accepted to participate in the project. WISE has built a team of staff and local and national subject

matter experts to support the 16 organizations, nine in the first phase and seven in the second phase throughout the project.

Our team is growing but currently is as follows:

WISE staff Robyn Hoffman (Project lead) Cesilee Coulson, Mark Snodgrass, Jim Corey, Brandi Monts, Marsha Threlkeld, Susan Harrell and Cathy Sacco. WISE Associates/Consultants John Lund, Joyce Dean, Cary Griffin, Molly Holsapple, Chris Christian, Chris Brandt, Chris Burnett and Bev Herrin, Teri Johnson, Val Morgan, Ryan Farrow and Karen Ross.

WISE is supporting Service Providers in the north, central, and eastern areas of Oregon. Another organization,



STATE OF OREGON TRAINING AND TECHNICAL ASSISTANCE

WISE partners with the state of Oregon to deliver Training and Technical Assistance activities to increase the capacity to deliver integrated community employment services. Our primary activities include:

- The Oregon Employment Learning Network (OELN)
- Specialty training events on Discovery services, Organizational Leadership and Service Coordinator/Personal Agent Employment First implementation
- The Meet at the Mountain Employment Gathering for 280 attendees
- On line training curriculum development for 10 employment modules for Services Coordinators, Personal Agents and Vocational Rehabilitation Counselors
- Monthly communications regarding employment events and activities
- Subject Matter technical assistance within the Seamless Transition Pilot project
- Supports for 11-12 Community Employment First teams in Multnomah, Washington, Clackamas, Tillamook, Umatilla, Lane, Marion-Polk, Josephine-Jackson, Yamhill, Central Oregon, and Mid-Columbia Valley.
- Support for the Seamless Transition project's Summer Youth employment project
- Coordination and hosting of APSE Certified Employment Support Professional exams



Brandi Monts of WISE with Aimee Nelson and Teri Johnson at OELN Systematic Instruction and Long Term Support Training.

The OELN continues to be a cornerstone of the Oregon Training and TA project with a total of 11 trainings and 303 participants between 10/1/14 and 6/30/15. The intent of this training series was to increase the number of qualified Employment Support Professionals in Oregon, with at least 50 persons who were



Cary Griffin with Griffin Hammis Associates

new to the training and core competency content. A total of 128 unduplicated participants (66%) responded they had not received previous training on at least one of the seminars they attended (1-4 seminars).

To complement the OELN, WISE scheduled and held 11 Discovery/ Career Exploration Trainings in seven different cities with 336 attendees.

The OELN seminars include four 2-day modules on the following core competency areas:

| |
|--|
| Introduction to the History of Supported Employment, Discovery, and Person Centered Planning |
| Job Development and Marketing |
| Social Security and Work Incentives |
| Systematic Instruction and Long Term Support |

The Employment First On-Demand Training project kicked off in early 2015 with a gathering of Advisory Committee members. With approximately 20 subject matter experts, the project aims to create content for ten separate training modules which will eventually be hosted by the Oregon Department of Human Services. Each module is based on the Oregon Developmental Disabilities Services Core Competencies for Services Coordinators and Personal Agents.



Living Opportunities, Inc. is supporting organizations selected in the Southern area of Oregon. Service Providers selected are transforming their organizations from sheltered employment and non-employment services to community integrated employment with consultation, training, and technical assistance. Each service provider has established goals for the numbers of individuals who experience intellectual and developmental disabilities who they plan to transition from sheltered employment or non-employment

to supported employment jobs. The hope is that each organization will continue beyond the project until full transformation to community integrated services occurs. In addition to the support to identify, learn, and follow through on transforming their companies to supported employment versus sheltered employment, organizations receive funding for completing an approved training and technical assistance plan, participation in training and technical assistance, and for the numbers of jobs and the numbers of hours of work. WISE acts as a

fiscal intermediary on all payments to Service Providers from DHS. This funding is then available to assist the organization in completing necessary transformation steps like purchasing technology, training staff, and rebranding. Initial meetings and needs assessments have been completed with all phase one Service Providers and five have approved plans in place. Training and technical assistance is beginning to be provided. Thirty community integrated jobs have been obtained so far and two organizations no longer provide any sheltered services.

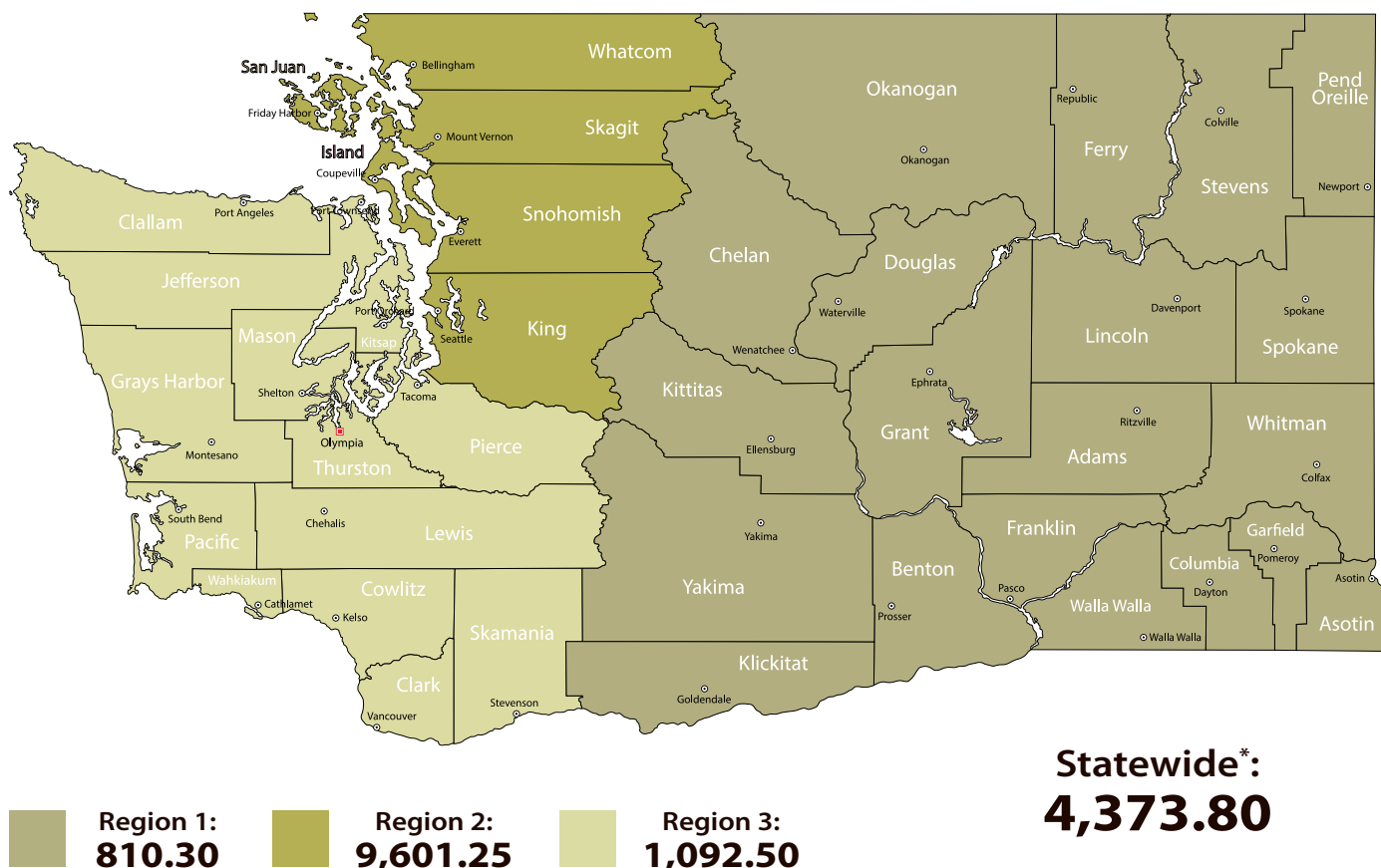
TRAINING AND TECHNICAL ASSISTANCE

This section provides information about the technical assistance and training provided across the states of Washington and Oregon, as well as in other states, to further the implementation of Employment First.

Technical Assistance and Training Hours by Funding Source

| Funding Source | WA State | OR State | County | Other | TOTAL |
|----------------|----------|----------|---------|-------|----------|
| | 1,710 | 3,573 | 9,992.5 | 5,620 | 20,895.5 |

Washington Annual Training and Technical Assistance Hours by Region



*Services were provided in more than one region.

PRESENTATION EVALUATIONS AND DATA WASHINGTON AND OREGON

On a scale from one to five, training participants were asked to rate the following areas, with one indicating unsatisfactory, and five indicating excellent. The averages shown below were calculated across all of the individual ratings for all of the trainings.

| Evaluation Ratings | | | | |
|--------------------|----------|-----------|-----------|----------------------|
| State | Training | Presenter | Materials | Value of Information |
| Oregon | 4.4 | 4.5 | 4.3 | 4.5 |
| Washington | 4.4 | 4.6 | 4.2 | 4.5 |

Washington

- I love all of the teaching tools and apps that are available
- Very helpful, good flow, time for questions/ comments was appreciated
- The presenters were interesting and engaging
- Dynamic and knowledgeable presenters
- I will be able to use all of the information gathered to improve our quality of services
- This was one of the most helpful trainings we have attended
- I loved it. I came away with new ideas, validation for some of the stresses inherent in this work, and the suggestions and solutions for things we have the power to change.
- I learned many new things that I am incorporating immediately into our program

Oregon

- Very innovative way to teach the skills-thank you for pushing me out of my comfort zone
- Presenters did a great job with presenting the multi-faceted components
- Provided very engaging examples and activities
- Great training. Each instructor displayed expertise in the field and strategically conveyed information to the class
- This course has motivated me to be more efficient at my job and has sparked lots of great conversation
- It was so refreshing to have a training that taught me something and a trainer who was engaging and positive
- I have been doing this for 10+ years. I always learn something at WISE/OELN trainings
- I was blown away by the knowledge and professionalism of the people giving the presentation. And their ability to connect and captivate.

ONLINE TRAINING PROGRAMS

WISE has continued with two web-based learning initiatives to expand training opportunities statewide and nationally, creating low-cost learning opportunities on a variety of topics related to the employment and the community participation of people with disabilities. Anyone can take these trainings, enhancing access to training for all stakeholders including individuals with disabilities and families, employment agency staff, government staff, educators, residential staff, and others.

WEBINARS

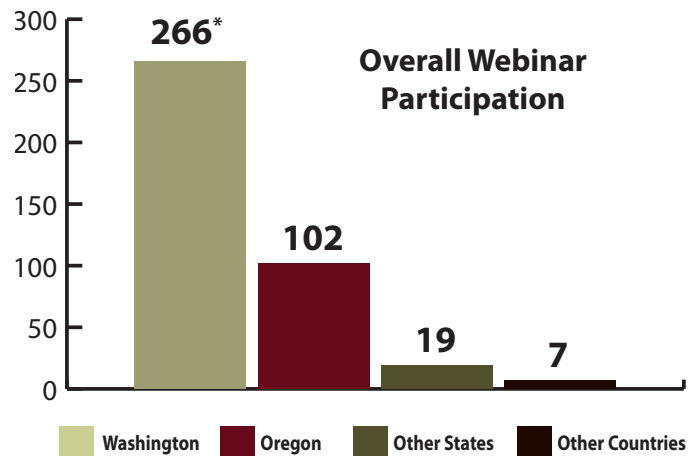
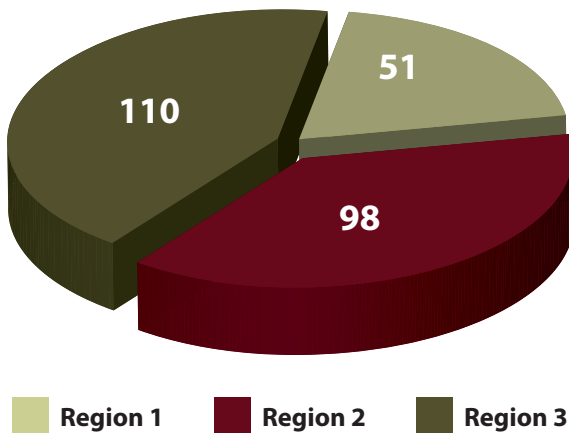
Our webinars provide an effective manner of getting live trainings out to people throughout our state, as well as to other states. We provide webinars between September and June of each year, and market them through Constant Contact, our current provider of online event registrations and email marketing services. Currently, the WISE email database has more than 6,000 active subscribers.

WA State DDA provided stipends to cover the cost of webinar registration for people who lived or worked in WA state. The webinars were also provided free of charge to people living or working in the State of OR.



Self advocates presenting information during "What's So Important About a Job?" webinar.

Washington State Webinar Participation by Region



**Includes those that did not identify a specific region*

| TOPIC | PRESENTER |
|---------------------------------------|-------------------------|
| Work Without Fear | Susan Harrell |
| 12 Keys to School to Work | Richard Wilson |
| What's So Important About a Job? | Panel of Self Advocates |
| Developing Jobs | Panel of Job Developers |
| Leadership and Supported Employment | Dr. David Mank |
| Digital Tools to Improve Productivity | Donald Hawkins |

ON-DEMAND TRAININGS

The success of the WISE Learning Center has gone far beyond our original ambitions. Conceived as a way to deliver consistent, high quality training to every part of Washington State, the Learning Center today caters to a national audience with information relevant to Support Staff, Parents, School Districts and Self Advocates. For the fiscal year just past, the WISE Learning Center increased the number of enrollments for courses accessed by over 14%. This increase included a total of 13,961 courses to 153 different agencies in 29 Washington Counties and 326 enrollments from 8 other states and the country of Singapore.

The strong enrollment numbers are due in no small part to the Washington Division of Vocational Rehabilitation's inclusion and funding for registration for the courses in their Community Rehabilitation Program training, and the funding that the Washington Developmental Disabilities Administration provides to cover state resident and practitioner registration fees for the DDA Policy trainings.

| TRAINING TYPE | TOPIC |
|-------------------|---|
| Policy Training | WA State County Guidelines |
| Policy Training | WA DDA Community Protection, Policy 15.03 |
| Policy Training | WA DDA Employment Service Plans |
| Policy Training | WA DDA Community Access Service Plans |
| Optional Training | Basic Social Security and Medical and Benefits Planning |
| Optional Training | Information Technology for Non-Profit Agencies |
| Policy Training | WA DDA Client Rights, Policy 5.06 |
| Policy Training | WA DDA Positive Behavior Supports, Policy 5.14 |
| Policy Training | WA DDA Mandated Reporting, Policy 6.08 |
| Optional Training | The History of Developmental Disability Services in WA State |
| CRP Core Training | Business Perspectives in Supported Employment |
| CRP Core Training | Customer Rights and Informed Choice |
| CRP Core Training | Services for Individuals Who Experience Developmental Disabilities, Part 1 |
| CRP Core Training | Services for Individuals Who Experience Developmental Disabilities, Part 2 |
| CRP Core Training | Transition from School to Employment |
| CRP Core Training | A Historical Overview of Supported Employment for Individuals with Developmental Disabilities |
| CRP Core Training | A Historical Overview of Supported Employment for Individuals with Behavioral Health Disabilities |
| CRP Core Training | The Importance of Benefits Planning |
| CRP Core Training | Collaborative Negotiation and Working Together Successfully |
| CRP Core Training | Services for Individuals Who Experience Mental Illness, Part 1 |
| CRP Core Training | Services for Individuals Who Experience Mental Illness, Part 2 |
| CRP Core Training | CRP Service Delivery Outcome Plans and Reports |
| CRP Core Training | Supported Employment Systems Collaborating Outcomes |

CONFERENCES AND EVENTS

THE COMMUNITY SUMMIT

The 2015 Community Summit in Wenatchee was the largest Summit ever! For three days in Wenatchee, June 16 – 18, 2015, over 930 attendees were actively engaged in learning about building inclusive communities. The Summit was again developed by a volunteer advisory committee on a monthly basis and event logistics were carried out by a team of WISE staff led by event coordinator, Monica McDaniel. The WISE Summit Team met during the first two quarters of the year twice a month and the remainder of the year weekly to ensure strong communication and execution.



Governor Jay Inslee

This year the Summit commencement was given by WA State Governor, Jay Inslee; followed by an Opening Keynote from Victoria Castle. WISE contracted with Teri Johnson to assist with presenter coordination and management. Teri and Monica coordinated

and hosted over 100 presenters ranging from international, national and statewide subject matter experts. Jaimie Laitinen provided leadership with overall conference



Staff members Cathy Sacco, Monica McDaniel, Robyn Hoffman and Debbie Moore

development, hotel logistics, hospitality and design. Dan Rutten led the social events, created the Tech-a-Load-Off station and the ADA 25 year anniversary hall. Shaun Wood provided technical services for registrants and assisted with managing registrations. Mark Snodgrass coordinated the interpreters and special accommodation requests. And, the entire WISE staff assisted with execution of the event the week prior and the week of the event.

Additional conference support was provided by an array of awesome volunteers, including WISE board members: Karen Williams, Amy Gonzalez, Katherine Carol and Margaret Lee Thompson. More information on the Community Summit can be found at www.communitysummit.ws



THE WA STATE TRANSITION CONFERENCE

The Washington Statewide Transition Conference “Collaborative Approaches to Creating Futures” was funded by Washington Developmental Disabilities Administration (DDA) and Washington Division of Vocational Rehabilitation. The conference lead was Terry Redmon from WA State DDA and was held on March 20th at the Yakima Convention Center in Yakima, WA. The Opening Keynote presenter was Ellen Condon with the Rural Institute on Transition in Montana. Dignitaries, Sam Blazina, the Governor’s Department of Education Ombudsman and John Bresko with Washington

Office of Superintendent of Public Instruction gave short addresses.

“Move at Your Own Pace”, multi-media presentations was presented by WISE staff Jaimie Laitinen, Shaun Wood, and Marsha Threlkeld. Topics included Career and Self Determination forms and booklets, Behavior supports, and iPads and Apps.

A special luncheon panel presentation was delivered by Spokane Community School Community IMAGES Transition Program. Conference presenters included: Sue Ann Bube from Center for Change in Transition Services, Highline Community College ACHIEVE Program, the



Start Now with younger families project, Sam Blazina, DVR Assistive Technology with Francisco Felan, a DVR Benefits Planner, the Yakima Nation Vocational Rehabilitation Program, and Rural Job Development with Ellen Condon. The conference was attended by just over 300 people.

THE WA STATE ASSISTIVE TECHNOLOGY AND INFORMATION TECHNOLOGY CONFERENCES

The Technology Conferences were held in two separate locations within Washington State and funded by Washington State DDA Roads to Community Living and Washington State Division of Vocational Rehabilitation. The focus of the events was to bring information on new and existing technologies to



Marsha Threlkeld and Jaimie Laitinen

support individuals in the workplace, home, and community to Washington service providers, government staff, families and self-advocates. The February 25th, 2015 conference was held in Everett at the Xfinity Arena. The February 26th, 2015 conference was held in Lacey, WA at St. Martin’s University. Each day was identical in content with the exception of one keynote. February 25th keynotes were Industrial Designer Matthew Marzynski and 21st Century Rehab Revolutionary Katherine Carol. February 26th keynotes were Microsoft’s Accessibility Evangelist Daniel Hubbell and 21st Century Rehab Revolutionary Katherine Carol. Breakout sessions included WATAP, Able Opportunity’s Jennifer White, DVR’s AT Specialists, Trillium Employment, Veronica Cook from Shoreline Schools, Donna Cole Wilson from Provail, Boundless AT, Dan Rutten from WISE, and Nicolette Christians. Approximately 125 people attended on February 25th and approximately 150 people attended on February 26th.

CONFERENCES AND EVENTS

RECRUIT, TRAIN AND RETAIN (RTR)

Recruit, Train and Retain is a two-day leadership and management workshop designed to assist program managers and their team members to build and sustain quality employment services for individuals with intellectual and developmental disabilities. This year we completed two RTR sessions in WA State (Bellingham and Vancouver) and one session in Oregon (Portland) as an offer through the Oregon Transformation project. The RTR series is designed and led collaboratively with organizational leaders. The founders and leadership team in WA State are Wally Tablit (NW Center), Gina Solberg (PROVAIL), Carrie Morehouse (Work Opportunities) and Jaimie Laitinen (WISE).

The founding agencies provide leadership and vision for the ongoing expansion of RTR and continue to recognize, with the continual change occurring in the service system and across our communities, it is crucial for employment agencies to build and lead extraordinary employment teams. During the RTR sessions, organizations are able to network, learn together and share organizational strategies on team building and dig deep into questions like:



How do we attract the BEST people to this field?

How do we prepare our new employees to enter the field of supported employment?

How will you foster the growth of new leaders and your own leadership skills and styles?

How will our organizations create, manage and sustain healthy team culture?

THE CLARK COUNTY EMPLOYER EVENT

Collaborating with the Clark County Developmental Disability Advisory Board, WISE coordinated the 2014 Employer Event, which was held at the Heathman Lodge, and was a wonderful and very well-attended event, with over 200 participants celebrating employment in Clark County. We coordinated production of a state-of-the-art video showing three employers, their supported employees, and supports. We also facilitated the Employer/Employee awards selection process, prepared all the speakers, assisted the county in getting city/town "October is Disability Employment Awareness month" Proclamations, and managed all details of the event from food/drink to decorations, entertainment, program, agenda, IT/AT, etc.. In the words of DD County Coordinator Mary Strehlow, "The 2014 event set a new standard here in Clark County."



OREGON MEET AT THE MOUNTAIN EMPLOYMENT SUMMIT

This was the third time that Meet at the Mountain has been held in Oregon. The event theme was "Time to Climb" and was held in Bend, Oregon on April 9th and 10th. With 280 attendees, Meet at the Mountain III included 12 one and one-half hour break-out sessions organized into six tracks with two sessions each. The planning group developed the tracks and sessions to address the broad set of stakeholders attending and a wide set of interests. The tracks were:

- Leading the Transformation
- Self-Advocate Roles in Expanding Employment
- Transition to a Full Life
- Jobs! Jobs! Jobs!
- Skills to Climb the Hills
- Community Collaboration



INNOVATIVE PROJECTS

THE IOWA INTEGRATED EMPLOYMENT LEADERSHIP SERIES (IELN)

With the goal of helping middle managers in employment agencies ramp up their individualized, community-based supported employment service programs, members of the project gathered an Advisory Committee together in early 2015 to begin planning. The Committee, comprised of five different Iowa organizations involved with supported employment, is a mix of direct service, managers and technical assistance providers. In February, four of the five Advisory Committee members came to Washington State to meet with local supported employment stakeholders and attend a two-day Recruit, Train, Retain event in Vancouver, WA. With a lot of planning and organizing, the first Iowa Recruit, Train, Retain: Integrated Employment Leadership Series gathering was held on April 28th and 29th in Newton, Iowa. Registration included 35 people representing 18

agencies. Cesilee Coulson of WISE and Karen Williams of Trillium Employment Services facilitated the event, which focused on business models, organizational strategies, community employment provider teams, and staff recruitment. Two additional two-day events are being planned for this series in 2015.



Iowa team leaders: Paul Kiburz, Amy Desenberg-Wines, Sue Ann Morrow, Jessica Pruitt, Ashlea Lantz and Kelly Kratz.

EMPLOYER INITIATIVES

We are currently working to expand this project to increase competitive employment opportunities. Our approach is to let business take the lead in developing and managing their employer initiatives, greatly increasing the demand for supported employees in a number of public and private businesses that realize employing people with disabilities improves the efficiency and the culture of the workplace.

The success of one such business hiring initiative has provided us with additional encouragement and incentive to reach out to other employers in our state and

beyond. For the last six years WISE staff has been part of the team of consultants assisting TIAA-CREF in their design and implementation of their "Fruits of Employment" hiring initiative.

Fruits of Employment (FOE) is a first-of-its-kind initiative that strategically employs workers with autism and other disabilities at competitive agricultural sites such as apple orchards and vineyards. TIAA-CREF launched their initiative in 2009 on an apple orchard in Washington State. They quickly expanded to two vineyards in California. Individuals with disabilities have been successfully employed on all three sites. In July of 2014 TIAA-CREF

expanded their efforts to two additional vineyards in California and to a timberland property in eastern Oregon. More successful employment has happened for individuals with disabilities. In addition to expansion to more properties, TIAA-CREF is working in California, Washington and Oregon on the development of a paid internship with an instructional classroom curriculum component for students in their transition years. The first summer jobs have been filled!

In addition, WISE has provided assistance to other private and public employers, in a variety of locations, to start and grow their employer initiatives.

THE IGNITE PILOT PROJECT

IGNITE, a research project, established in March 2014, is supported by Spokane County Community Services, Housing, and Community Development Department. The IGNITE Team consists of members from the Arc of Spokane, SL Start, Northwest Center and ENSO, and is facilitated by Cathy Sacco, WISE staff in the Spokane Office. The knowledge and experiences of our work together has guided our achievements toward our project goal: To establish new relationships with our business community that creates expanded opportunities for employment. Throughout the year, the IGNITE project

has focused on community connection through our membership with Greater Spokane Incorporated (GSI), corporate sales and marketing training, immersion in business structures and their hiring practices, building relationships with Human Resource staff, reviewing hiring procedures, research and development of a recruitment approach and ongoing intensified business connections and relationships with Spokane County businesses.

The IGNITE Teams have successfully established recruitment relationships with

multiple businesses, posted jobs and held their first employer mock interview event. As they wrap up their first year, the Team is busy responding to each job seeker who participated in the employer event with individualized feedback, positive comments, suggestions for improvement, actions steps they need to take, a rating on their employment readiness and a list of additional resources they can access. We are creating an advanced screening tool and using what we have learned to evaluate job seekers in an advanced recruitment model to add to our current job development best practices.

THE WORK STUDY PROJECT

The Work Study Project has had a phenomenal 2014/2015 year. Students participating in the Work Study Project have contributed over 4,000 hours of direct services to Transition/School to Work Programs and Adult providers in King County. In addition to direct service contributions, Work Study students have also provided supports at Conferences, Transition Fairs, and the Community Summit. This year, WISE was also proud to announce that SPU Work Study student Danielle Valdez was nominated for and awarded the SPU Student Employee of the Year Award for her contribution and commitment to the individuals she has worked with. This was a great honor for WISE and we congratulate Danielle on her achievement. As the year comes to a close we are again reminded about the importance of continual growth and support for the Work Study team as another batch of outstanding students



Work study student Dani Valdes with Colene Lofton.

graduate, they will be missed. Fortunately, this year has also brought in a fresh group of faces who have already come so far and we look forward to working with them again next year.

INNOVATIVE PROJECTS

PARTNERS FOR WORK

Partners for Work (PFW) began in Washington as a Rotary District 5030 project, which creates employment opportunities for people with developmental disabilities by utilizing Rotarian business leadership as a vital link between job candidates and paid work. PFW was developed by the Auburn Rotary Club in 2003 and has expanded throughout Washington as a viable program that assists employers in gaining access to this talented, untapped workforce. The target population is people who are over 18 years of age, who have developmental disabilities, and who want to work. In its original form, PFW created 13 jobs in District 5030. WISE was awarded funding through a request for proposal process with King County in September of 2010. The funding afforded a full-time coordinator to expand this project across the Rotary District 5030. Since that time, our PFW Coordinator, Debbie Moore, has created 55 additional jobs and

45 internships for students with intellectual and developmental disabilities within the transition programs in King County School Districts.

There have been a number of marketing activities over this past year which were focused on increasing interest and involvement in the project. We facilitated a breakout session at the District Conference where 500+ Rotarians were in attendance. Two new clubs to the project are currently being cultivated and appear excited to get involved. The PFW District Coordinator also attended and participated at our Annual District Assembly. This half-day focuses on incoming club board members, which provides another excellent platform for marketing and education.

PFW was invited and introduced at NE Seattle Rotary Clubs first



Issaquah ACT Program students with the Issaquah Rotary Club President Angela Webster following their mock interview session.

Fundraising Breakfast. This was an excellent endorsement in front of Rotarians, business representatives and District level leaders including our current and next year District Governors.

PFW was selected as the Beneficiary for Lake Union Neighborhood Rotary Club's "Jazz on the Dock Happy Hour". This was our second time as their honored recipient. 100% of the proceeds totaling \$2,745.00 came in at the event.

Partners for Work in Spokane

The Rotary 21 club has embraced their ability to influence the business community and they have accomplished positive outcomes. Four individuals who were hired as greeters have found jobs, they worked with seven other candidates to assist them in finding employment, partnered with the INSHRM (Inland Northwest Society of Human Resource Managers) PFW program to accentuate outreach and exposure, held multiple interview showcase events, developed and marketed their own program throughout the district, and secured Congresswoman Cathy McMorris Rogers as an advocate and spokesperson of their efforts. Rotary 21 club has changed their job description from a greeter to a Rotary staff. In discussion with membership it was determined that calling the position the "greeter" might limit a business leader's impression of what skills and abilities the person might have to offer an employer.

INDIVIDUALIZED TECHNICAL ASSISTANCE

Individualized Technical Assistance services (ITA) are available to some individuals who are enrolled in the Washington Developmental Disabilities Administration Employment Services program, utilizing Medicaid Waiver funding. WISE is able to offer ITA services through our contracts with local county developmental disabilities programs. With the overall goal of helping individuals move beyond barriers to individual employment, ITA services are crafted to meet the individual needs of each customer. Some examples of ITA services offered over the last year include person centered planning, communication systems, technology accommodations, worksite supports, job development plans, methods to fade on-site support and access to other supported employment resources. Three WISE staff (Emily Harris, Marsha Threlkeld and Shaun Wood) and four subcontractors (Tim Corey, Chuck Goodwin, Teri Johnson and Debra McLean) provided those ITA services to 20 individuals between July 2014 and June 2015. The individuals came from the following five counties: King, Pierce, Clark, Chelan, Douglas.

THE AUTISM EMPLOYMENT PROJECT

The Autism Employment project continues to grow and transform through good collaboration and quality outcomes led by evidenced based practices. Thanks to King County's support, we are on the national cutting edge of using behavior analysis in Supported Employment Services.

Individual job coach consultation requests from King County (and outside the county) have increased quarter by quarter. People served under King County Individualized Technical Assistance services (ITA) came from a variety of agencies and geographic areas. We also served people from a variety of situations, including people leaving workshops, people looking for a job, people looking to keep the job they already have, and people in "discovery" services.

Our referrals reflect the diversity of both our county and our service system. However, one commonality that all the referrals have shared is that the providers around the person served usually describe ITA as their "last resort" before judging the person to be ineligible for their services. Here are some examples from the previous 12 months of ITA:

A young woman, served through an agency in South King County, who refused to leave the car or enter her home after employment services: We used visual schedules and supports to show the agency how predictability could be used to effectively support transitions. Before ITA she was using "sit down strikes" that lasted hours long.

A man served through an agency in Seattle, who had been fired from a community based job as well as NWC's own workshop: We used person centered planning and community based assessments to figure out what kind of support system needed to be in place that supported both functional communication and predictability. This man is now in job development and continues to receive ITA support.

A young man, served by an agency in North King County, has also just now entered into job development after almost being dropped from services. This man had a lot of different behavioral communications that were disruptive and dangerous, and the agency didn't know where to start in assessing his ability to do work tasks. When ITA was initiated, he was unsuccessfully being asked to do workshop style packaging/unpacking in the conference room of the agency. ITA funded a person centered plan which provided a great starting point to figure out this man's support system. He now comes into his volunteer job and gets right to work, he uses music to keep himself on task, and he works for a snack during break time with his job coach.

INNOVATIVE PROJECTS

SCHOOL TO WORK COLLABORATIVE PILOT

This pilot project affirms that high expectations lead to results.

Aside from some project coordination and support, WISE's main deliverables for the School to Work Collaborative Pilot (previous called the High Support Pilot) is person centered planning. Over this past fiscal year, WISE's planners delivered an astounding 44 plans to participating students. These planners include: Jim Corey, Marsha Threlkeld, and Jaimie Laitinen. As the first cohort of the pilot, the 2015 cohort, is starting to find their first post school jobs, these planning meetings have been identified by most team members as one of the most helpful added components of the pilot. In fact, while we won't know the final numbers until well into the next fiscal year, we are projecting that the students participating in the collaborative model will have a higher placement rate in community based jobs than the general school to work model. This is significant- these students were targeted for participation primarily because they were at risk of not being picked up by an employment agency. They were students who the schools were worried would not be able to find stable employment after their transition programs. Yet, here we are, seeing that with high expectations, good planning and quality collaborative employment services they can also work just like anybody else. The chart to the right indicates students that have received person centered planning, based

"If you just would believe that they could work, they would all have jobs by now." – Linda Rolfe

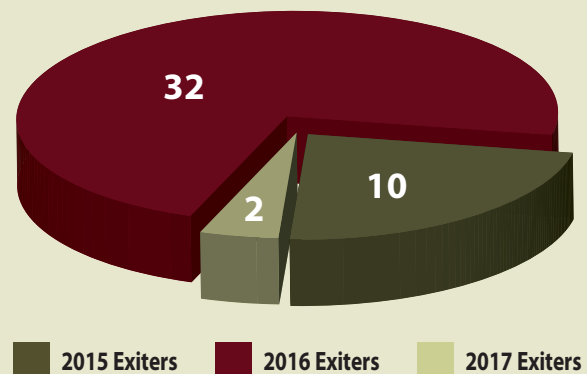
on the year they will exit the school system.

A secondary deliverable that WISE offers to this pilot is on demand technical assistance and consultation to anyone involved in the pilot: teachers, para educators, job coaches, students or families. To date, both Marsha Threlkeld and Shaun Wood have provided technical assistance to a variety of stakeholders on a wide range of topics, including: assistive technology, behavior supports, functional communication training,

classroom time management, visual and non-traditional schedule implementation, and functional analysis. Secondary to the personal centered plans, this technical assistance

has been critical to every job placement made thus far. King County's prioritization of this support gives timely help at exactly the moment that help is needed in making jobs happen for these students.

Person Centered Plans Delivered



ROADS TO COMMUNITY LIVING (RCL)

Residential and Employment Collaboration Project

WISE worked with eight individuals who were either in the previous RCL Employment project, or who had recently moved from or were still living in Residential Habilitation Centers, and who also wanted a job in the community. We worked with each individual and their team of support, performed person-centered planning meetings to clarify their residential and employment goals, and figured out with the teams how to make progress toward their goals through collaboration among team members and other resources and people not on the teams.

THANK YOU!

WISE would like to recognize our funding partners for the 2014-15 fiscal year. We appreciate your partnership and value your leadership. Through your financial support, we continue to be able to create innovative practices and provide critical training and technical assistance. Thank you very much!

Alaska Division of Vocational Rehabilitation

The Arc of Washington State

AtWork!

Career Path Services-Spokane

Cares of Washington

Chelan County Developmental Disabilities

Clallam County Developmental Disabilities

Clark County Developmental Disabilities

Colorado Developmental Disabilities Council

Cowlitz County Developmental Disabilities

McMan Youth, Family and Community Services,
Edmonton, Alberta

Grays Harbor County Developmental Disabilities

Highline Community College

Iowa Disability Consulting LLC

Island County Developmental Disabilities

Jefferson County Developmental Disabilities

King County Developmental Disabilities

King County Mental Health

Kitsap County Developmental Disabilities

Lewis County Developmental Disabilities

Life Works

Lincoln County Developmental Disabilities

Minot State University

National Association of People Supporting
Employment 1st

National Association of QDDP's

Nebraska ESU- 13

Office of Disability and Employment Policy
at the US Department of Labor

Oregon Department of Human Services

Pierce County Developmental Disabilities

Relias

Service Alternatives Inc.

Silver Family Foundation

Skagit County Developmental Disabilities

Snohomish County Developmental Disabilities

Snoqualmie Valley School District

Spokane County Developmental Disabilities

Thurston-Mason County
Developmental Disabilities

Trillium

University of North Texas

Wahkiakum County Developmental Disabilities

Whatcom County Developmental Disabilities

Washington State Department of
Behavioral Health & Recovery

Washington State Developmental
Disabilities Administration

Washington State Division of Vocational
Rehabilitation

Work Opportunities

RESOURCES

SOCIAL MEDIA

WISE Website: www.gowise.org

During Fiscal Year 2014-15, the WISE agency website served over 64,000 page views that were split evenly between people who were new to the site and those who were returning for information. Aside from visitors from within the United States, people from 113 countries looked at our information, with significant representation from Canada, Brazil, Russia, China, the United Kingdom, Italy, Australia and India. Of significance this year, nearly 20% of our visitors accessed the site using a smart phone or tablet rather than the traditional desktop.

Check out our resources and events links at the top of our website page to access great connections to resources and our training calendar as well.

WISE Facebook Page: www.facebook.com/GoWiSe

Our organization's Facebook Page with over 1,100 likes



WISE Assistive Technology Facebook Page: www.facebook.com/GoWiSeAT

A Facebook Page, with over 350 likes, that offers additional resources and platform for community questions and answers.



WISE Twitter: www.twitter.com/WiSeTraining

Join the 750+ followers we have on twitter



WISE Learning Center: https://lms.latITUDElearning.com/home/asp_main.aspx?scode=wise/

Our on-demand repository of employment-related training modules.



LATITUDELEARNING
On Demand Training for Employment

WISE LinkedIn:

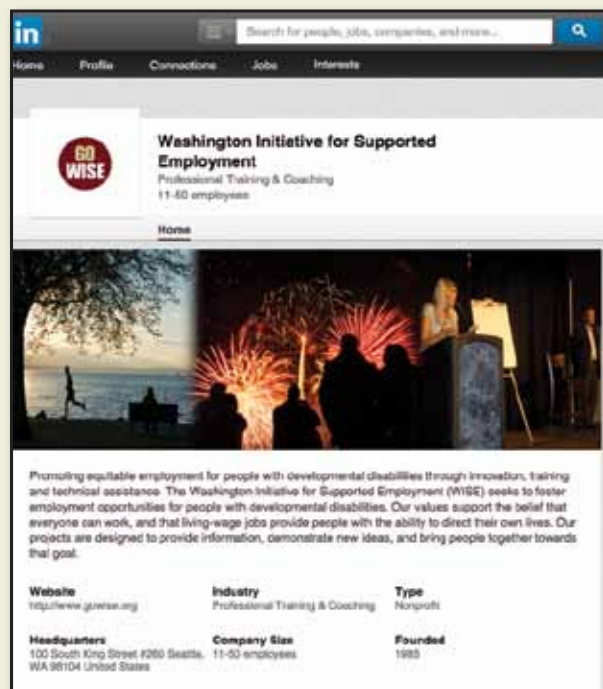
www.linkedin.com/company/wise--washington-initiative-for-supported-employment

The WISE Linked In page continued to grow this year. Primarily utilized to announce training opportunities and job openings, more members of the supported employment community are beginning to utilize the platform for business networking and information.

Blog:

www.gowise.org/Wise-blog

Throughout the year we posted many blog posts of interest to our stakeholders in line with the monthly themes we established as a group in July 2014.



WISE Movies:

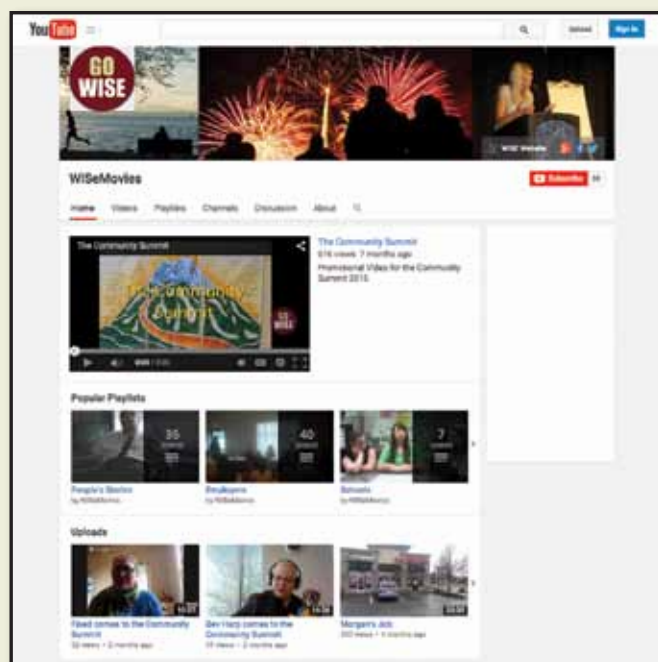
www.youtube.com/user/WiSeMovies

A collection of videos demonstrating Supported Employment and people with developmental disabilities who are successfully working in their communities

WISE People Working:

peopleworking.wikispaces.com

A site that focuses on sharing the story of employment successes throughout WA State.





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