

**GO
WISE**

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Executive Director

Annual Report

July 2013 through June 2014



WASHINGTON INITIATIVE *for* SUPPORTED EMPLOYMENT

WISE Staff and Board



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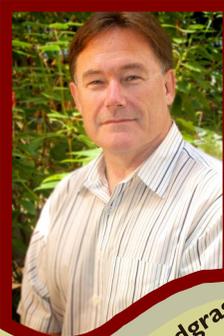
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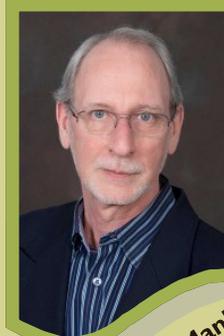
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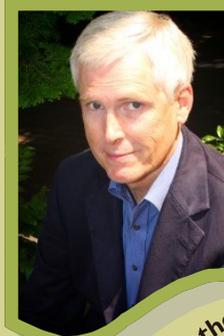
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Executive Summary

The Vision for WISE is: "Employment for people with disabilities in Washington State is typical by the year 2020". We believe that this employment must be value added, business led, and it needs to result in livable wages for all. Promoting equitable employment for people with developmental disabilities through innovation, training and technical assistance is our Mission. At WISE our fundamental approach to realizing employment for all is that believing is seeing. A major thrust of our work is to spread this belief, so that others build first their dreams, and then their work, around achieving employment that is typical for people with disabilities.

People with disabilities have made great strides in the 2013-2014 fiscal year, not only in Washington State, but also in states around the nation. There is a groundswell of support and participation in the work of making employment for all a reality. This support is coming from Federal, State and local leadership, from employers, and from parent and self-advocate groups. It is within our communities that we will find the keys for unlocking the abundant opportunities for meaningful employment and economic self-sufficiency.

Our services have been provided with funding from the WA State Developmental Disabilities Administration (DDA), WA State Division of Vocational Rehabilitation (DVR), WA State counties, WA State school districts, the Oregon Office of Developmental Disability Services (ODDS), the U.S. Department of Labor's Office of Disability and Employment Services (ODEP) and other community partners near and far.

We are a small organization, with fourteen staff and six board members. Therefore, the enrollment of others in achieving our mission and vision is critical. When you peruse the pages of this report, you will see that we have travelled far and wide, and worked with so many other champions of this important cause this year, as in years past. Hats off to those that are joining in to make employment a reality for people with disabilities. As our Board Chair David Mank has said, "All really means all!"

STRATEGIC PLAN

WASHINGTON INITIATIVE *for* SUPPORTED EMPLOYMENT

WISE 2013-2018

The Future

● Challenges

- Continued definition and development of desired organizational culture
- Balancing workloads & "back up" for specialty TA
- Staff capacity to meet current & future needs
- Ringing the "billable" bell vs. time to create and innovate
- Ongoing role clarification
- Respectful communication
- WA Political Climate
- Complexity of systems
- Employment outcomes for people with significant disabilities

● MISSION

Promoting equitable employment for people with developmental disabilities through Innovation, Training and Technical Assistance.

Employment for people with disabilities is typical in WA by 2020.

- Value added
- Business led
- Livable wage for all

INNOVATIONS

Be on the leading edge of innovative projects/partnerships that increase employment 30% of the overall budget.

We are one of the top 3 national, dynamic, accessible training for people with developmental disabilities.

Technical Assistance

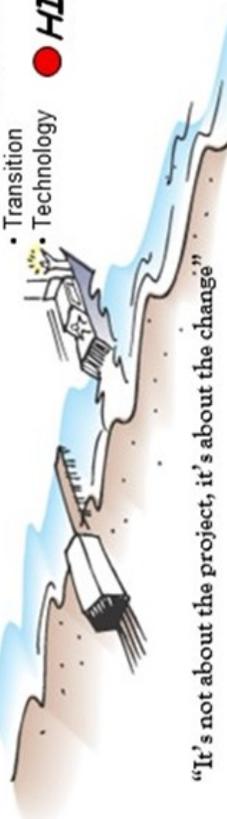
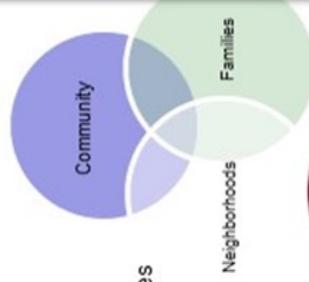
Continue to provide high quality, best practice TA to existing and new community stakeholders by at least 50% and broaden TA to new community stakeholders by at least 50%.

● VALUES

- Real Wages
- Real Jobs
- Real Lives

- Event management and design
- Increasing employment opportunities for people with developmental disabilities
- Best practice Training & Technical Assistance on supported employment
- Developing community capacity & expertise around supported employment
- Leadership development & agency start ups
- Demonstration projects
- Systems change & design
- Transition
- Technology

● HISTORICAL COMPETENCIES



"It's not about the project, it's about the change"

TECHNICAL ASSISTANCE AND TRAINING

WASHINGTON INITIATIVE *for* SUPPORTED EMPLOYMENT

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.

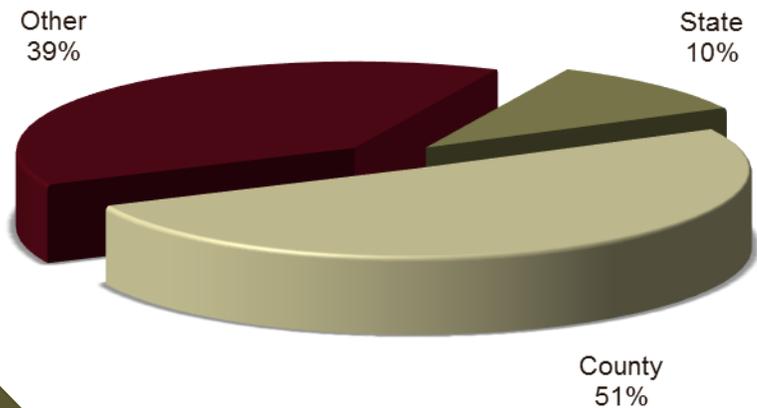
Technical Assistance and Training Hours by Funding Source

Funding Source	WA State	County	Other	TOTAL
	2,001.75	9,686.50	7,442.25	19,130.50

Training & Technical Assistance Hours by Region

Region	Hours
1	810.30
2	9,601.25
3	1,092.50
Multi-Region & Statewide	4,378.80
Out-Of-State	2,626.75
Webinars	626

Percentage of Hours Provided by Funding Source 7-13 through 6-14



Annual Training



Employment-Related Technical Assistance and Training

WISE Staff provided technical assistance and training to stakeholders around the state and in a variety of other states. Topics were focused on employment outcomes for adults with intellectual and developmental disabilities, and other types of 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

Presentations			
Fiscal Year	Number of Presentations	Attendance	Training Hours
2012-2013	52	2776	252.5 hours
2013-2014	56	3,623	272 hours



Jim Corey and Shaun Wood presenting on Autism and Employment in King Co. WA.



Nebraska iPad Cohort, led by Marsha Threlkeld from WISE via web-based distance learning.

“In Washington, we believe that employment is the easiest, most cost-effective strategy available to us to assure that people have opportunities to experience the benefits we value.”

—Linda Rolfe,
Former Director of the Division of Developmental Disabilities

ROADS TO COMMUNITY LIVING

The Roads to Community Living project (RCL) is focused on assisting 16 individuals who were moving out of or had already left residential habilitation centers, to help them find paid community employment in five counties (King, Pierce, Kitsap, Thurston-Mason, and Whatcom). In addition, we also performed initial interviews and planning for additional people moving out of Fircrest and Rainier School and assisted them in finding new employment service providers as part of their transitioning to the community. With a statewide Steering Committee and three local county workgroups in King, Kitsap and Pierce Counties we have studied systems issues, community connecting efforts, and the collaborative potential across the myriad of involved funding and service systems. We developed teams of support around each individual, performed person-centered employment plans, worked with RCL on training and TA, especially around communication and autism, and worked with all teams to advance people on their pathways towards employment.

We took part, and disseminated training and technical assistance regarding best practices in working with people who experience Autism Spectrum Disorders (ASD), and engaged new technical assistance and training consultants to work with teams and providers on skill-building in the areas of systematic instruction, person centered employment planning, and job development and marketing. We have continued to add content to the Live Inclusive website (www.liveinclusive.org) to house stories and information about the project and the process of moving into the community. The iPad cohort in Pierce county for residential providers, the summit, and the technology conferences, mentioned in other areas of this report, were also part of Roads to Community Living.

School to Work Technical Assistance and Training

2014 TRANSITION CONFERENCE

In May, DDA, DVR and WISE hosted a transition conference in Vancouver, which included 175 attendees from the states of Washington and Oregon. Dr. David Mank of Indiana University and Eric Matthes of the Arc of King County were keynote speakers. The breakout sessions were representative of projects from around the state including teachers, family members, students, county government, WA DVR, and WA DDA. The theme was “Collaborative Approaches to Creating Futures”.



Working with school-aged individuals, their families, and school staff is essential to improving employment outcomes for the future. Building the expectations and experiences surrounding employment assures that employment will become typical. Our focus 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

Presentations

Fiscal Year	Number of Presentations	Attendance	Training Hours
2012-2013	41	1,297	109 hours
2013-2014	51	1,576	133 hours

Number of Schools Reached

School Year Beginning	'09	'10	'11	'12	'13
Number of Schools	121	105	118	141	133

START NOW: TRAINING FOR INDIVIDUALS & THEIR FAMILIES



Eric Matthes, Cathy Mirahashi and David Murahashi at the “Start Now” transition-focused family training series.

The Start Now Family Training Series began in February 2014 utilizing funding from the Hong Kong Association of Washington to provide information and education to families, schools and students about resources and planning for the future. This training series was created to help families to begin preparing earlier. Planned and coordinated by Cathy and David Murahashi and WISE staff Jaimie Laitinen, each session has one topic for the evening and the group gathers for a potluck meeting with parents, teachers, and students to allow for time for networking and visiting. After the potluck, the students, which includes students with disabilities and their siblings, gather into a separate room to learn about a skill or topic, while the parents meet to discuss the topic from their perspective.

Maureen Roberts from DVR, Emma Henselbecker from Plan to Work, Susan Harrell from WISE and Susy Stremel from King County DD, presented at a King County Transition Fair.

Jaimie Laitinen presenting to students and teachers at King County Transition Fair at Microsoft Campus in an interactive training, "Piece it Together".



Transition: Fairs and Training Series



National presenter, author and speaker, Katherine Carol, presenting to families on Building a Whole Life for the Whole Family.

Guardianship training for families in Kitsap County – presented by Christine Ibrahim, Attorney at Law.



Start Now!!

Eric Matthes, local advocate and King County Arc staff presenting about self-advocacy to families and students in the Start Now group session about self-advocacy.

A puzzle completed by youth ages middle school through high school as part of the Start Now Family Training Series.

Benefits and Work Incentives Technical Assistance and Training

Access to information about public benefits and work incentives helps to alleviate common fears and misconceptions that individuals have about loss of benefits, which may interfere with achieving great employment outcomes. Staff at WISE provide training and technical assistance on this important topic to individuals and families, to employment agencies and school staff, to policy makers, to funders, and to professionals that are connected with the WA Benefits Planning Network.

The message is clear: Employment is the only way to move from poverty to self-sufficiency.

WA BENEFITS PLANNING NETWORK

By the end of June 2014, there were 47 planners in the Benefits Planning Network in WA. Nineteen of the planners work in the DDA system. The other planners are from the Division of Vocational Rehabilitation and the Department of Services for the Blind. Some benefits planners work with individuals served through the Home and Community Services Program, the Independent Living Centers, or the Division of Behavioral Health and Recovery (formerly called the Mental Health Division). While the Community Work Incentives Coordinators (CWICs), funded by Social Security, were not funded during the 2012-2013 Fiscal Year, they again received funding for their services in the fall of 2013.

Presentations

Fiscal Year	Number of Presentations	Attendance	Training Hours
2012-2013	21	461	42
2013-2014	22	476	50

YOU HAVE MORE MONEY IF YOU WORK WHEN YOU ARE ON SSI..



A single person on SSI only receives a maximum of \$721

Someone on SSI with a job that pays \$800/month gets exclusions from countable income

Gross Wages	\$800.00
Apply General Exclusion	-\$ 20.00
Subtotal	\$780.00
Apply Earned Income Exclusion	-\$65.00
Subtotal	\$715.00
Apply 1/2 earned income exclusion	+ 2
Total Countable income	\$357.50

Countable income is the amount SSA subtracts from the benefit

Remaining SSI after countable income is applied

SSI Full Benefit Rate:	\$721.00
Minus the countable income:	-\$357.50
Adjusted SSI Amount	\$363.50

Total income

Wages:	\$800.00
SSI amount	+\$363.50
Total	\$1,163.50



PEOPLE WHO WORK ARE TAXPAYERS

Individuals with disabilities who are on public benefits enjoy greater income, reduce their reliance on benefits, and also contribute to the economy by paying taxes and spending money in their local communities. The chart below, which was updated from a spreadsheet that was originally created by Ray Jensen, former King County Developmental Disabilities County Coordinator, demonstrates that services that support employment for individuals with disabilities are a great investment.

1	2 Monthly Income	3,4,5 Contribution to FICA			6 SSI Decrease	7 Low Estimate Tax Payment	8 Difference SSI Recipient	9 From Tax System Benefit	10 Total Annual Benefit	11 Total Monthly Income
		Individual	Employer	Total						
SSI Recipient	\$721	\$ -	\$ -	\$ -	\$ -	\$23.43	\$ -	\$ -	\$ -	\$721.00
Weekly hours at Minimum Wage										
20	\$807	\$62	\$62	\$123	\$361	\$26.23	\$2.80	\$487	\$5,848	\$1,079
30	\$1,211	\$93	\$93	\$185	\$563	\$39.35	\$15.91	\$764	\$9,168	\$1,237
40	\$1,614	\$123	\$123	\$247	\$765	\$52.46	\$29.03	\$1,041	\$12,487	\$1,395
Weekly hours at Higher Wage										
20	\$1,039	\$79	\$79	\$159	\$477	\$33.77	\$10.34	\$646	\$7,757	\$1,170
30	\$1,559	\$119	\$119	\$238	\$737	\$50.66	\$27.23	\$1,003	\$12,031	\$1,373
40	\$2,078	\$159	\$159	\$318	\$997	\$67.55	\$44.12	\$1,359	\$16,306	\$1,576

1	Weekly income at hours indicated for two wage ranges (current minimum wage, and a higher wage as indicated in the reference table to the right)
2	Monthly income: Weekly hours x hourly wage x 4.33
3,4,5	Contribution to FICA, calculated at current rate (indicated in the reference table to the right)
6	The amount that SSI will be decreased based on exclusions to gross income: The \$20 general exclusion, the \$65 Earned Income Exclusion, and the 1/2 of the remaining exclusion:
7	Sales tax payment based on 1/2 of wages being used to purchase taxable items at the current WA state sales tax rate indicated in the reference table to the right. Some
8	The difference in how much the wage earner would pay in sales tax in comparison to the individual on SSI only
9	The total amount of financial benefit to the tax system: total FICA contributions, the decrease in SSI, and the increase in sales tax payments
10	Annualized tax payments
11	Total monthly income of the individual, after taxes and reduction to SSI have been applied

STATUS AND CONTRIBUTION

Feeling good about ourselves and having others recognize us for what we contribute to others and our community.

Reference Table:

WA State Minimum Wage:	\$9.32
Higher Wage	\$12
FICA payroll deduction em-	7.65%
FICA payroll deduction indi-	7.65%
SSI FBR	\$721
WA Sales Tax Rate	6.50%

Employer Technical Assistance and Training

TIAA-CREF: FRUITS OF EMPLOYMENT

The “Fruits of Employment” hiring initiative began with the vision of Heather Davis from TIAA-CREF in 2009 when she selected Badger Mountain in Richland, Washington from TIAA-CREF global farm properties portfolio as the pilot property launch site for the “Fruits of Employment” initiative. This project is focused on successfully recruiting, hiring, training and supporting employees with autism spectrum disorders and other disabilities. “Fruits of Employment” not only offers jobs, but promotes agricultural career advancement for all employees. Badger Mountain now employs five individuals in year round positions and other part-timers perform specific tasks in the orchard.

Key to the design of “Fruits of Employment” is the partnering and/or hiring of a consulting specialist who has extensive expertise and experience in the dynamic training and support techniques used to assist individuals with significant disabilities in successful employment. This Disability Consultant is fully immersed and trained in the culture and the business practices of each of the managing sites. WISE staff serve as one of the points of contact for technical assistance for the initiative.

In 2010, TIAA-CREF expanded this initiative to their White Hills Vineyard property in Santa Maria, California. White Hills Farms employs nine individuals full time on their vineyard. Recently FOE has expanded to Vino, another vineyard in the Sonoma Valley in California.

The Commitment of TIAA-CREF and all consultants involved in Fruits of Employment is to ensure that jobs at the agricultural properties can be successfully filled by individuals with autism and other significant disabilities. This program represents the belief that the future of this industry can and will embrace diversity in their workforce to include individuals with disabilities.



Working with the Grape Vines at White Hills Farm in Santa Maria, California

MICROSOFT'S SUPPORTED EMPLOYMENT PROGRAM



Microsoft Campus Supported Employment Program Manager, Dave Bryant from CBRE, facilitates a discussion about the program

In 2013, Microsoft Real Estate & Facilities (RE&F) contracted with WISE to assist with the design of a self-sustaining supported employment program on the Microsoft campus that will result in significant growth in the hiring of individuals with developmental disabilities as vendor supported employees.

WISE staff assisted Microsoft, their vendors, and the contracted project manager as a trusted advisor, helping to develop the structures for the program and providing information about best practices in supported employment. Our technical assistance and training continues to be available to the new Supported Employment Program Manager, Dave Bryant, who has been hired to oversee this innovative effort. Approximately 70 supported employees are now working on the Microsoft campus, and it is anticipated that they will readily have 100 supported employees on campus by the one-year anniversary of the Program.

Oregon's Employment First Initiative

WISE continued the work on supporting Oregon's Employment First efforts. With some assistance from the key partners in the Oregon Technical Assistance Corporation, Joyce Dean of Dean Ross Associates, and a number of local and national trainers and consultants, we planned and delivered a year of top-notch training and technical assistance on employment including Core Supported Employment Training through our Oregon Employment Learning Network (OELN) series to prepare people with basic employment skills and to prepare them for the APSE Certified Supported Employment Professional (CSEP) exam occurring in the fall of 2014 in two locations in Oregon. This statewide training effort focused on front-line employment specialists and offered 16 two-day live trainings around the state on four key supported employment topics:

- Introduction to Supported Employment, Discovery and Customized Employment Planning
- Systematic Instruction and Natural Supports
- Job Development and Marketing
- Public Benefits and Work Incentives

Presentations			
Fiscal Year	Number of Presentations	Attendance	Training Hours
2013-2014	39	824	189

Additionally, we hosted and invited Oregonians to attend our webinar offerings, performed follow-up webinars to all our OELN events, hosted a two-day Organizational Leadership Workshop for sheltered workshop leaders, continued our statewide monthly messaging, updated our ongoing Resource Inventory of best practices, updated the www.employment-first.org website, and worked with nine local Employment First teams around the state. Executive Director Cesilee Coulson continued working with State Leadership and the new DHS Employment First team and other agencies on systems issues and processes. We also presented several community-building presentations to various agencies and organizations throughout the state in support of Employment First.

Monica McDaniel, Trish Borden and Val Morgan presented on Job Development and Marketing.



Teri Johnson presented with Brandi Monts and Aimee Nelson on Systematic Instruction and Natural Supports.



Oregon Employment Learning Network

Gene Rada, Susan Harrell, Paula Fitch and Arlene Jones presented on Public Benefits and Work Incentives.



Jim Corey, presented with Cesilee Coulson and Emily Harris on Supported Employment, Discovery and Customized Employment Planning.

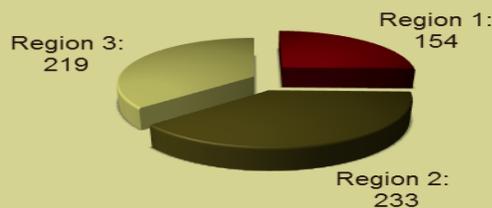


Online Training Program

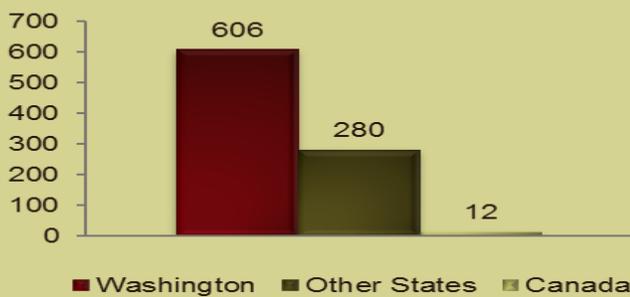
WISE has continued with two web-based learning initiatives to expand training opportunities statewide and nationally, creating low-cost learning opportunities on a variety of topics related to the employment and the community participation of people with disabilities. Anyone can take these trainings,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

WEBINARS

WA State Webinar Participant Regions



Webinar Registrants



We developed webinars to 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 bi-monthly 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.

2013-2014 WEBINARS

TOPIC	PRESENTER
Leadership: A View From the Top	Linda Rolfe
Partners for Work: The Rotary Supported Employment Project	Debbie Moore
Introduction to Supported Employment	Brandi Monts and Monica McDaniel
Bringing the Business Perspective to the Forefront in Supported Employment	Cathy Sacco
Building Natural Supports	Lisa Latchford
10 Things You Never Say to a Parent	Katherine Carol
Self Employment	Jim Corey
Autism and Employment: Bettering Our Services	Jim Corey and Shaun Wood
Rural Job Development	Ellen Condon
Dealing with Change and Transition	Jason Swain
Strategies for Increasing Employment Outcomes	Trish Borden and Val Morgan
Developing a Career Path for Individuals with Significant Disabilities	Debbie Moore and Tara Asai
Negotiation Skills for Person-Centered Planning	Dave Black and Joanne Drewsen
Job Seekers and Transition: Students using iPads and Apps	Marsha Threlkeld
Autism and Employment: How Can We Improve Our Services?	Jim Corey and Shaun Wood

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 courses accessed by over 20%. This increase included a total of 1,965 courses to 137 different agencies in 32 Washington Counties and 96 agencies that are from states other than Washington, that found our information of significant value to their staff.

In the coming year we expect significant increases to our enrolment statistics due in no small part to the Washington Division of Vocational Rehabilitation's inclusion of these courses in their Community Rehabilitation Program training. Additionally, we will be upgrading the technology behind our courses to allow for viewing on the iPad and other tablet platforms.

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 for Outcomes

INNOVATION

WASHINGTON INITIATIVE *for* SUPPORTED EMPLOYMENT

Paired with the core training and technical assistance services at WISE, we develop and initiate several innovative projects. These projects are designed to pilot emerging best practices, fill a gap in the existing service system, and/or enhance system capacity.

Assistive and Information Technology

WISE led Technology Conferences, trainings, and special projects in Assistive and Information Technology across the state and elsewhere in the US. All promoted the use of handheld devices and other assistive technology to further independence, productivity, inclusion, and communication in the workplace.

Staff also presented technology outside of Washington State at the National APSE Conference, National CSUN Assistive Technology Conference, Nebraska Educational Service District, Oklahoma Employment Providers, and the Texas Statewide Transition Conference,

There were learning cohort projects operated in Clark, Spokane, Stevens, and Whatcom Counties, as well as a regional iPad Learning Cohort with residential and employment vendors associated with the Roads to Community Living Project. These projects focused on:

- Building learning cohorts of employment specialists, transition specialists, residential providers and others identified by local communities
- Procuring equipment for cohort members
- Hosting monthly cohort meetings to learn how to operate the iPads, how to introduce them to job seekers, what special features and apps to consider, how to use the devices to market individuals to employers, and how to use the devices in task cueing, checklists, alarms, job communications, navigation to and from work, organization, and general work independence
- Presenting county-wide community trainings for teachers, vendors, families, and self-advocates
- Hosting a tour of Microsoft's Accessibility Showroom
- Hosting the AT/IT Facebook page to provide ongoing information.

WISE continues to collaborate with others associated with the field of assistive and information technology, including the Washington State Division of Vocational Rehabilitation AT Coordinators, Apple Inc, Microsoft, WATAP, and the Washington Access Fund.

Presentations

Fiscal Year	Number of Presentations	Attendance	Training Hours
2013-2014	38	880	99

2014 ASSISTIVE TECHNOLOGY CONFERENCES

WISE hosted two assistive technology conferences during March of 2014: one in Seattle and the other in Moses Lake. There were 280 total attendees at the two conferences, which featured presentations from Gordon Harris from Gus Communications at the Seattle conference, and Ron Ustach from Apple at the Moses Lake conference. Other presenters included staff from the Washington Assistive Technology Act Program, WA State Vocational Rehabilitation AT Coordinators, and Corky Lynn, Speech Pathologist.



Gordon Harris from Gus Communications and Ron Ustach from Apple presented at the Assistive Technology conferences.

Autism and Employment

The past year for the Autism Employment Project (AEP) has been characterized by three pursuits: Service, Capacity Building, and Innovations. Most of our referrals have come from employment vendors who find themselves stuck in tough situations. We have learned from serving these agencies. The essentials of what it takes to place, train and fade for supported employees who experience autism is not that much different from other people who use supported employment services. Yes, there are autism specific tools for us to master and implement, but what we found was really needed was precision and consistency in our application of what we already know works well in supported employment. Therefore, when serving people who experience autism and serving employment agency staff, we always focus first on building independence for the supported workers and on building the capacity of those service providers who serve them. This intentional focus on capacity building has had reported ripple effects at most of the agencies served. Program managers have reported that employment consultants served by our project are having better outcomes with clients served outside of the project using the peer collaboration and self-reflection techniques learned from our services.

Presentations			
Fiscal Year	Number of Presentations	Attendance	Training Hours
2013-2014	12	615	36

FROM BELIEVING TO ACHIEVING

“Morgan was transferred to my caseload soon after I began at Trillium. He is a young man who experiences autism, he had no communication system in place, and he had never had a paid position in the four years we have served him. To be completely honest, I couldn’t imagine him working. Janice, my program manager, suggested I keep Morgan on my caseload and contact the great WISE consultant Shaun; she said we could revisit the issue if my feelings hadn’t changed after working with Shaun. I was POSITIVE my feelings weren’t going to change...

Fast forward five months, and Morgan was not only completing his work independently from any hand-over-hand or verbal support, but he was also excited to show up for his volunteer shift. It was around this time that I told Shaun I’d like to begin to look for a job with Morgan. I followed up with a manager who had hired a participant before and she had us come in the following week for a working interview with Morgan.

Shaun and I created a social story for Morgan detailing all that he could expect at his working interview: Getting into my car, arriving at restaurant, shaking the manager’s hand, folding boxes for 15 minutes, going for a walk with Shaun, coming back to the restaurant to buy a pizza, shaking the manager’s hand again, and getting into my car to go home. We shared this with Morgan at his home before we left for the interview.

Morgan was offered the position on the spot, and bought his first pizza with his employee discount that morning.

Shaun was the best job coach TO ME that I could ever ask for. And yes, my attitude about working with Morgan has completely changed: Morgan has taught me so much about myself not only as a job coach but as a person. I’m embarrassed to say that I doubted his ability to work, but I’m so thankful that Shaun and Morgan have proved me oh-so-wrong. I now see that the biggest barrier Morgan faced was one that I had in fact created in my own ignorance, and I’ll keep this knowledge close to my heart as I continue my work at Trillium.”

– Maggie Laier, Trillium Employment Services, one of the 23 service providers served by the Autism Employment Project in fiscal year 2013-2014



Partners for Work



ROTARY CLUB

Rotarians from the Bellevue Breakfast Rotary Club have created six paid jobs through Partners for Work, and became the sixth club to be presented with the Frank Devlyn award for achieving the goal of having 5% or greater of their membership creating employment for individuals.

Shown above are Debbie Moore, Partners for Work (PFW) Program Coordinator; Jane Kuechle, Bellevue Club Member and PFW Advisory Member; Ezra Teshome, District Governor; and Scott Sadler, President of the Bellevue Club. Also recognized was their club greeter who is leaving the Bellevue School District with two paid jobs.

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 western WA 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 want to work. These individuals have learned valuable skills to offer the workplace, and the PFW project is another avenue for potential connection to the primary employers in the Puget Sound area. Rotarians are often the top people in their companies and play a key networking and leadership role in helping open the door toward paid work. In its original form, PFW helped create 13 jobs in District 5030.

WISE was awarded funding through King County in September of 2010 to hire a full-time PFW Coordinator to continue the development of this project within the Rotary District 5030. Since that time, the PFW Coordinator has created thirty-four additional paid employment positions and 38 internships for students with disabilities within the transition programs in King County School Districts.

Employees through PFW are office assistants, warehouse/manufacturing stocking associates, membership/service assistants, prep cooks, courtesy clerks, boat detailers and utility/janitorial assistants.

PARTNERS FOR WORK: SPOKANE EXPANSION



Rotary Club of Spokane #21 had the distinct honor of hosting Washington Governor Jay Inslee at the June 5th, 2014 meeting. Club president Mike Church and current greeter Tyler pose for a photo with the Governor.

In July of 2013 Spokane Rotary Club #21 embraced Partners for Work and launched with their first greeter position. With the support of Club President Mike Church and the Club #21 Disability Committee, weekly club meetings always includes PFW promotion, updates, and introduction of the greeter and his/her interests related to employment. Highlights of each meeting are captured with a picture of the club greeter, president and that meeting's speaker.

Since July of last year, four individuals have been hired as greeters. Two of those greeters have secured paid positions in companies, one as a Service Assistant in "Will Call" and the other in a Data Entry position. The club has also developed quarterly "mock interview" sessions, with Rotarians interviewing job seekers.



Inland Northwest Chapter of Society of Human Resource Managers (INSHRM) launches PFW model

After hearing about the Rotary Club’s commitment through Partners for Work (PFW), the chair of the Disability Committee from the local INSHRM thought their organization could launch a similar opportunity. It only took a few meetings with the committee and a proposal was developed. In January 2014 the proposal was submitted to the board for the local chapter. It was unanimously approved. INSHRM PFW was launched!

The first greeter was hired in March and has made every meeting. He just completed extra responsibilities, assisting in the annual INSHRM meeting.

Community Collaboration

ACCESS 4 ALL

CELEBRATING AND ENCOURAGING ACCESSIBLE AND DISABILITY FRIENDLY PLACES, SERVICES AND EVENTS

Access 4 All is dedicated to being a vibrant resource to communities by consistently providing usable information and services for individuals and organizations in support of full access.

Access 4 All Spokane is a project of a consortium of businesses and organizations dedicated to making our community a recognized leader in Accessibility. The founding and participating members involved in Access 4 All represent the following organizations: Lilac Service for the Blind, Deaf Center, Hearing Loss Center, CORD (Coalition of Responsible Disabled), Arc of Spokane, Washington State University (WSU), Eastern Washington University (EWU), Gonzaga University, People First of Washington, WISE, Spokane Mental Health, Developmental Disability Council, Governor’s Committee on Disability Issues and Employment (GCDE), Washington Talking Books & Braille Library, Spokane Friends Church, Aging & Long Term Care of Washington, Nexus Inland NW, United Methodist Committee on Disability Ministries, AARP and Visit Spokane.



ACCESSIBLE COMMUNITY ADVISORY COMMITTEE

As a result of the work that Access 4 All had accomplished, members were asked by the DDC to pursue a relationship with the Spokane County Board of Commissioners. In January 2014, fifteen of the Access 4 All consortium were appointed and sworn in by the Spokane County Board of Commissioners to function as an advisory group and the Accessible Community Advisory Committee (ACAC) was established.

Individualized Technical Assistance Services

Individualized Technical Assistance services are time- limited services to help individuals move past barriers in their pathway to individualized employment. Services were provided to twenty four individuals over the year, and included person-centered-planning, work-site support development, fading supports and system navigation. Aside from specific WISE staff, five outside consultants were qualified to provide ITA through WISE: Teri Johnson, Chuck Goodwin, Debra McLean, Tim Corey and Jennifer White. In addition, Island, Clark, King, Chelan and Douglas counties came under contract to purchase ITA services during the year. Pierce County will come into contract for ITA services in the next fiscal year.

Work Study

WISE partnered with universities in the Seattle area to put 20 college students to work assisting people with disabilities in employment and related pursuits. Students hired this year were from Seattle Pacific University, University of WA, University of WA Bothell Campus, Highline Community College, and Seattle University.

The students worked as job coaches and mentors, securing and maintaining employment for individuals with developmental disabilities. The students were trained by WISE and placed with schools or non-profit organizations providing direct services to individuals with disabilities. WISE partnered with five employment vendors to match Work Study students to their organizations to provide on the job coaching and mentoring to the individuals being served.



New WISE Work Study Project Manager Dan Rutten with Jaimie Laitinen, also from WISE, guided the Work Study efforts at the Community Summit 2014

In addition to supporting transition programs and adults being served through vendor organizations, work study students provided support to WISE at the King County transition fairs and the Start Now Family Training Series. During these events, students assisted at interactive trainings designed specifically to help transition students prepare for life after graduation. At the Community Summit in June 2014, work study students provided a variety of much needed supports, including room monitoring, working the registration table, and connecting individuals to resources in their own communities.



Colene's Candy Stand work study students, WISE staff Jaimie Laitinen, and staff from residential and vendor agency met to improve supports and business operations.

Work Study Hours			
10-11	11-12	12-13	13-14
8,522	5,506	5,669	4,800

Employment Professional Certification Program

We are in our seventh year of partnership with O'Neill and Associates and Highline Community College, providing a program originally envisioned by a group of individuals and county representatives to establish a certification path for employment professionals. These professionals provide employment support to individuals with developmental disabilities and play an integral role in assisting people to become contributing members of their community. The program offers high quality training taught by skilled professionals, intended to build on the skills of the participants, offer opportunities for networking with others, and serve as a building block for future leaders in supported employment. The program's two certification locations are in Vancouver and Des Moines, WA. Nearly 250 graduates have completed this program. A total of twelve instructors and twelve teacher assistants continue to develop and teach on the fundamentals of Supported Employment.

The goals of the project are:

- Increase the competence of employment professionals
- Develop a network of future leaders in supported employment
- Provide staff an opportunity for relationship building and networking
- Expand resources for employment professionals to increase their knowledge through predictable systematic training
- Embed supported employment training within the generic community college system
- Expand employment opportunities for people with developmental disabilities



Employment First State Leadership Mentoring Project

WISE staff have served as subject matter experts for the ODEP Employment First State Leadership Mentoring Project, working with several states on their employment first efforts. States that have engaged our staff as subject matter experts include Oregon, Tennessee, Illinois, California, and Washington.

Oregon Seamless Transition Project

Staff worked through ODEP as a Subject Matter Expert to the Oregon Seamless Transition Project, working in coordination with the Employment First Team within Oregon State Government, employment provider organizations, Vocational Rehabilitation, the Department of Education, and other partners to create a project vision and mission, enlist students, support team leads within identified counties, train system partners, track outcomes and report project activities. The project started in October of 2013 and will complete its first cycle December 31, 2014. At the finish of the school year for 2014, approximately 50 percent of the 2014 project participants were in paid individual employment, with an expectation for that number to increase in the 6 months following leaving the school system. There are students that are exiting in 2015 and 2016 who are enlisted in the project as well, concentrating on project activities such as Discovery, Work Experience, Paid Summer Youth Employment, Person Centered Planning, and Job Negotiations.

Vision Quest Project: Improving School-to-Work Transition Outcomes

Staff worked within ODEP's Vision Quest Project with Illinois and California providing monthly meetings, drafting materials to be used in systems and practice change efforts, and staffing monthly Community of Practice meetings to share best practices in school to work and systems change efforts.

IN CELEBRATION OF EMPLOYMENT AND COMMUNITY

WASHINGTON INITIATIVE *for* SUPPORTED EMPLOYMENT

Our staff assisted in a variety of events by participating in the planning, arranging for the facilities, coordinating the agenda and managing the registrations. One thing that all of these events had in common is that they contributed to greater participation of individuals with disabilities in living and working in their communities.

We love events, because they offer opportunities for intensive learning, building resources and developing or renewing relationships with others. Some of our events, such as the technology and transition conferences, are featured on other pages. This section features a few more.

Events			
Fiscal Year	Number of Events	Attendance	Training Hours
2013-2014	9	1892	48

Hire Ability Day

Spokane County celebrated their 10th Annual Hire Ability Day on October 16th, 2013. All in attendance were treated to an exciting and expanded program with a few surprises. With just under 300 in attendance, and 175 of those representing the business community, the message from our keynote, Dave Shaffer from DePaul Industries, our dignitaries and our business co-chairs highlighted the business sense of hiring a diverse workforce. But what really hit the mark once again were the success stories. **See box below for information.**

Special guests included event chairpersons Resident District Manager for Sodexo, Chuck Faulkinberry, and Executive Director of Berg Companies, Andy Barrett, Spokane County Commissioners Shelly O'Quinn, and Al French, Spokane County CEO, Marshall Farnell, City of Spokane Valley Mayor, Tom Towey, City of Liberty Lake Mayor, Steve Peterson and Spokane City Council, Mike Fagan.

The goal of Hire Ability Day is to demonstrate to businesses the value of employing people with developmental disabilities.



Check out Darrin's story here:
<http://vimeo.com/72195388>

SUCCESS STORIES
Stories about Darrin, who works for Allied, and Scott, who works for City of Spokane, were shared during Hire Ability Day.



Check out Scott's story here:
<https://vimeo.com/72343252>

EmployAbility Day

On October 9th, 2013, Stevens and Ferry counties celebrated their 4th Annual EmployAbility Day event, with 70 attendees. The keynote presentation was from AgriMacs and the TIAA-CREF "Fruits of Employment" hiring initiative.

The Community Summit



The Developmental Disabilities Administration hosted *The Community Summit: Let's Take Action*, June 17th-19th, 2014 at The Wenatchee Convention Center in Wenatchee, Washington. WISE was contracted to facilitate the Summit planning and logistics along with a state-wide sub-committee representing counties, state employees, self-advocates, families and various service agencies. The mission of the Summit was to bring together for the second year, individuals committed to building inclusive communities that are rich with people participating as neighbors, co-workers, and citizens. People with developmental disabilities and their families and friends, staff that provide residential, employment, educational and personal supports, state and county staff, and local activists and leaders were all in attendance. This year the Summit hosted over 900 attendees.

The Summit session themes included: Cutting Edge, Citizenship and Engagement, and Transitions & Transformations. Summit attendees were encouraged to come together to listen, present ideas and learn from each other about how to build and participate in inclusive communities that enrich everyone, and to personally commit to taking action once they returned to their professional or personal communities.



RESOURCES

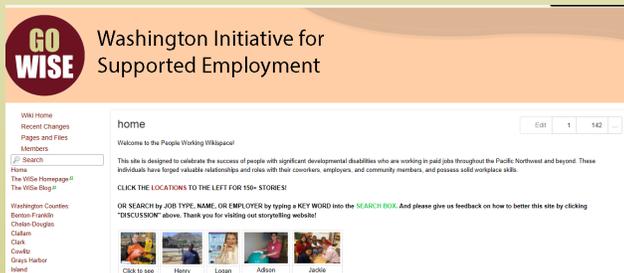
WASHINGTON INITIATIVE *for* SUPPORTED EMPLOYMENT

Each year, we develop helpful tools that can support a range of activities in the advancement of employment for individuals with developmental disabilities.

The following are examples that you can access by clicking on the underlined hyperlink:

The WISE Learning Center

Our on-demand repository of employment-related training modules: [Learning Center Sign-in Page](#)



People Working Website

A site that focuses on sharing the story of employment successes throughout WA State <http://peopleworking.wikispaces.com/>

WISE Movies

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



<http://www.youtube.com/user/WiSeMovies>



W.i.S.e. Employer Website

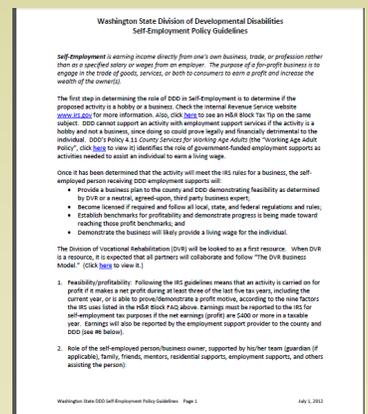
A portal for employers

<http://www.wiseemployers.com/>

DDA Self-Employment Guidelines

DDA has adopted recommendations developed through a workgroup comprised of counties, DDA and WISE staff, and has posted them to the DDA County Best Practice website page:

[Washington State Developmental Disabilities Administration Self-Employment Policy Guidelines](#)





Live Inclusive Website

Stories about moving into the community

<http://www.liveinclusive.org>

WISE Assistive Technology Facebook Page

A Facebook Page that offers additional resources and platform for community questions and answers.

<http://www.facebook.com/GoWiSeAT>



WISE Facebook Page

Our organization's Facebook Page

<https://www.facebook.com/GoWiSe>

Oregon Employment First

The new web site for all activities associated with the Employment First Implementation Project in the state of Oregon: www.employment-first.org



WISE Website

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: www.gowise.org



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