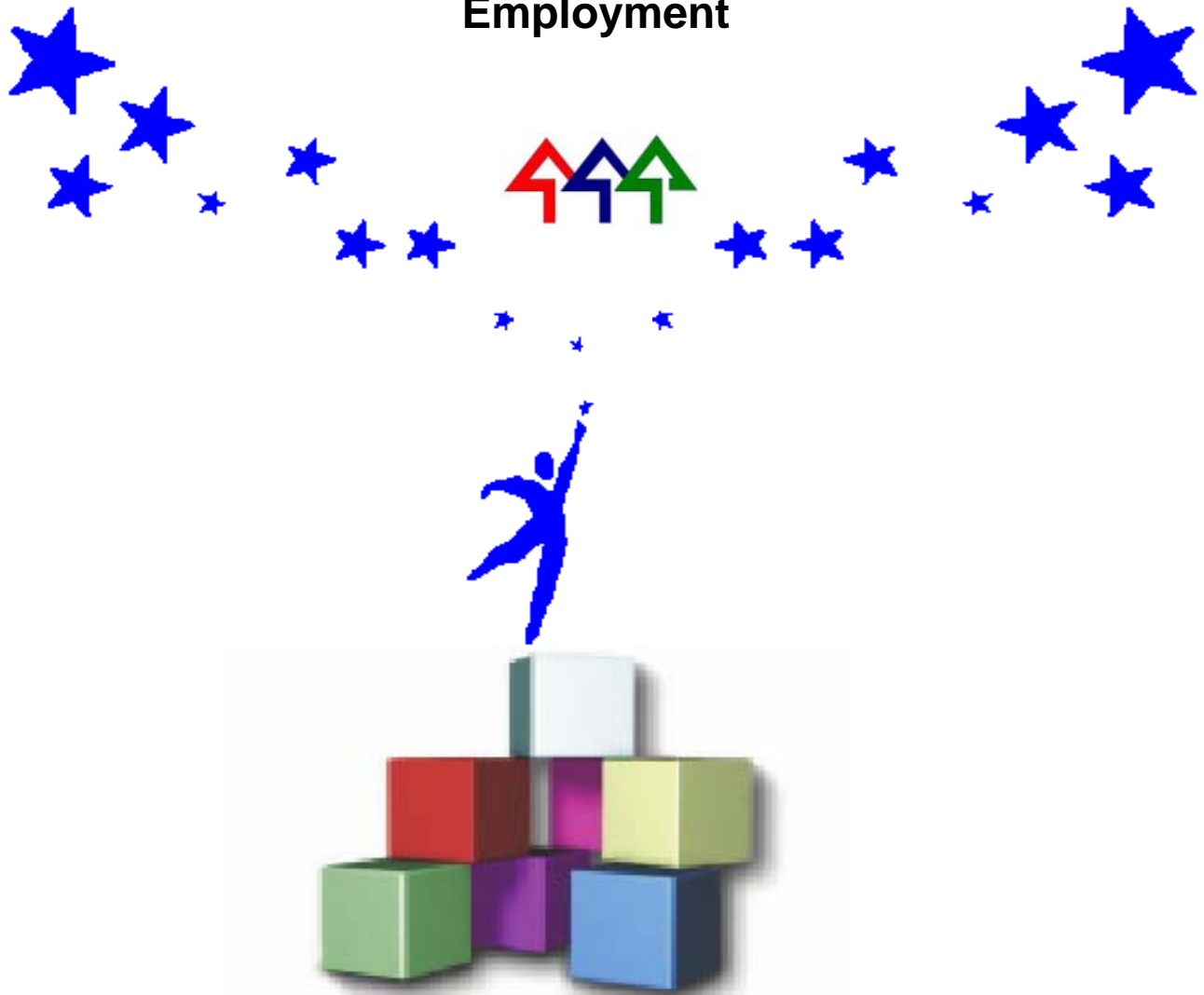


**Snohomish County
Developmental Disabilities**

Career Path Services

**A Guide to
Employment**



Updated 2011

Supports available for individuals interested in
working and contributing in their community



Publications Created By
Snohomish County Human Services
Developmental Disabilities
3000 Rockefeller MS 305
Everett, WA 98201
425-388-7320
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Publication available on Snohomish County website:
www.snoco.org Search Developmental Disabilities



Snohomish County

Aaron Reardon
County Executive

3000 Rockefeller Avenue
Everett, WA 98201-4046

Dear Fellow Residents,

Welcome to the Snohomish County Developmental Disabilities Resource Books, designed to provide you with helpful information that can shape and improve your quality of life.

Individually, each booklet in the four book series provides a wealth of information. Collectively they create an opportunity for making the most of services offered by the Snohomish County Human Services as well as connections to programs offered by other organizations and non-profit service providers within the area.

The topics in the series are:

- **Community Plan** - Current issues and efforts being made to improve the quality of life for individuals with developmental disabilities and their families.
- **Resource Guide** - Description and contact information for more than 300 resources.
- **Building a Successful Future** - Information to help you understand community resources and plan for your future.
- **Career Path Services Guide to Employment** Supports for individuals interested in working and contributing in their community.

Together we can make Snohomish County a better place to live, work and play. Thank you for letting us do our part.

Sincerely,

Aaron Reardon
County Executive
County.executive@snoco.org



The Snohomish County Mission Statement and Governing Principles

The Mission Statement and the Governing Principles were developed in conjunction with the Citizen Advisory Board and serve as a guide to Snohomish County Developmental Disabilities in the development of public policy, supports and services.

Mission Statement

Foster inclusive communities that support people with developmental disabilities to fully participate in and contribute to all aspects of community life.

Governing Principles

Individualized Supports

Design and develop support to meet the specific needs and goals of each individual.

Choice

Create opportunities for individuals to have choices in their community and support individuals in advocating for themselves.

Community

Promote community-based options.

Inclusion and Contribution

Promote inclusive/diverse communities so that people have opportunities to achieve meaningful and purposeful lives.

Access

Promote individual and community accessibility.

Diversity

Promote culturally relevant supports, while respecting and supporting individuals' uniqueness and diversity.



WHAT'S INSIDE

| | |
|--|----|
| Overview of Career Path Services..... | 1 |
| Key Elements..... | 2 |
| Preparing for Career Path Services..... | 3 |
| Overview of Support Options..... | 5 |
| Transition Resource Coordination..... | 7 |
| Independent Planning Services..... | 8 |
| Career Path Support Services..... | 9 |
| Social Security Benefits Assistance Program..... | 10 |
| Creating Your Career Path Service Plan..... | 11 |
| Managing Your Career Path..... | 15 |
| Tips for Problem Solving..... | 16 |
| Choosing a Qualified Provider..... | 17 |
| Qualified Providers..... | 18 |
| CARES of Washington..... | 19 |
| Community Trades & Careers..... | 20 |
| Diversified..... | 21 |
| ENSO..... | 22 |
| PROVAIL..... | 23 |
| Community & Employment Services..... | 24 |
| Service Alternatives Inc..... | 24 |
| Career Connection..... | 25 |
| Sherwood Community Services..... | 25 |
| Special Care Agency..... | 26 |
| Village Community Services..... | 27 |
| Washington Vocational Services..... | 28 |
| Work Opportunities..... | 29 |

OVERVIEW OF CAREER PATH SERVICES



Career Path Services are individualized vocational services based on a Career Path Service Plan designed to support an individual to pursue and/or maintain community employment. All participants in Snohomish County, regardless of the severity of disability, are supported to develop a career path plan to determine the kind of support they need to move along a career path.

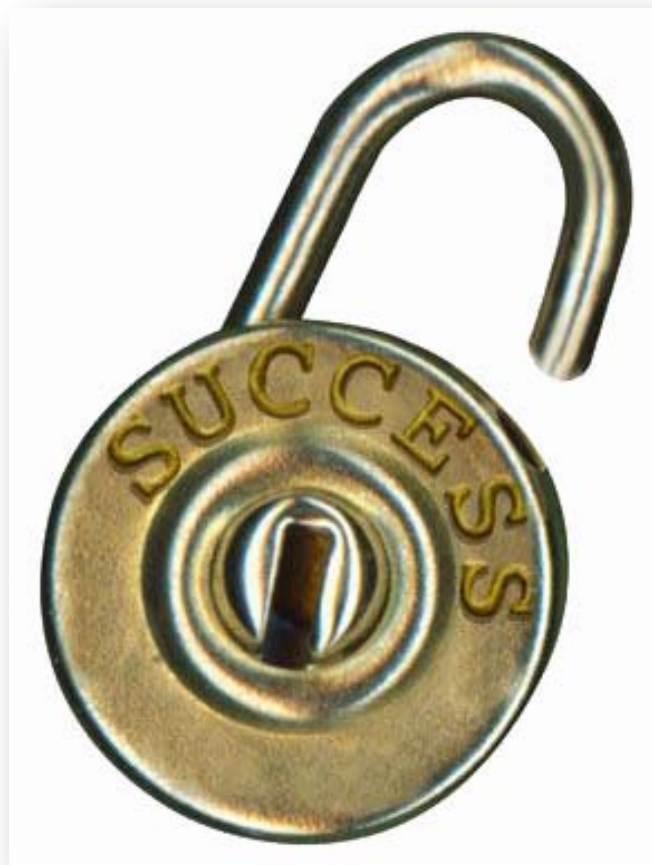
Each individual's Career Path Service is unique to that individual's plan and demonstrates increasing involvement in the employment market, development of community connections and continued movement toward inclusive settings and community employment. While on the career path, some individuals may need more support than others and spend a significant amount of time in activities that will prepare them for future community employment. At the end of the career path, individuals may also be supported in a variety of settings and broad range of activities that will contribute to their career path goal. Individuals may participate in retirement activities that will keep them connected to their community,

*You must be a client of the
State Division of Developmental Disabilities (DDD)
to be eligible for funding for Career Path Services.
Funding may be limited.*

Contact DDD at 425-339-4833 for funding and eligibility questions

KEY ELEMENTS

- Career path planning and development is the basis for determining services.
- Services are individualized for each participant.
- Services are based on individual choices, preferences, and support needs.
- All participants are supported to pursue and/or maintain community employment.



PREPARING FOR CAREER PATH SERVICES

Use this Career Path Services Guide to help you explore your support options and follow these easy steps:



Step 1 Enlist the help of friends and family to support you.

My support team: _____

**Are you still in high school?
Transition Resource Coordination is available.
(See page 7)**

Step 2 Contact your DDD Case Manager to check on funding and eligibility.
DDD Everett Office 425-339-4833

My DDD Case Manager is:

Step 3 Contact Career Path Support Services to help you get started.
(See page 9)



Step 4 Contact the Social Security Benefits Assistance Program if you are receiving Social Security benefits and have questions about the effect of employment on your benefits. **(See Page 10)**

PREPARING FOR CAREER PATH SERVICES

- Step 5** Start developing your Career Path Service Plan. Use the work sheets on pages 11-14.

**Independent Planning Services can help!
(See Page 8)**

- Step 6** Request a referral to DVR/DSB (**See Page 5**) from your DDD Case Manager or contact DVR/DSB directly if you will be ready for paid community employment within the next six months. You may want to wait until you discuss this with the qualified provider you choose. (see Step 7 below).

- Step 7** Choose a qualified provider. Use the work sheet on **Page 17** to help you interview providers. Negotiate a start date with the provider you choose.

My chosen provider is:

Start date:

- Step 8** Notify your DDD Case Manager or your DVR/DSB Counselor about your choice of provider and start date. If you are eligible, your DDD Case Manager is responsible for authorizing the services you choose.

- Step 9** **Start Career Path Services!**

OVERVIEW OF SUPPORT OPTIONS

The Career Path Service system is made up of a variety of support options. The qualified provider you choose will provide a base for your ongoing support needs, while the other support options may be useful at various points on your career path.

QUALIFIED PROVIDERS :



Qualified providers are agencies that meet the qualifications of Snohomish County to be a provider of Career Path Services and have expertise in supporting individuals with disabilities to work in and contribute to the community. The agency you choose will assist you to implement your Career Path Service Plan and provide individualized support to help you achieve your career path goal. **Information about each of the nine qualified providers in Snohomish County is listed on pages 18-29.**

DIVISION OF VOCATIONAL REHABILITATION (DVR) & DEPARTMENT OF SERVICES FOR THE BLIND (DSB):

DVR and DSB are part of the State Department of Social and Health Services. Both agencies assist people with disabilities to prepare for, obtain and retain competitive employment by supporting individuals to access services. This is a short-term service designed to achieve an employment outcome.



Everett DVR Office: 425-339-4880
Lynnwood DVR Office: 425-673-3180
www.dshs.wa.gov/dvr
DSB Office: 800-552-7103
www.dsb.wa.gov

OVERVIEW OF SUPPORT OPTIONS

TRANSITION RESOURCE COORDINATION:

Service that assists students ages 18 to 21 prepare for a successful transition from school to adult services and employment.

See page 7 for more information.

INDEPENDENT PLANNING SERVICES:

Short-term service that involves intensive person-centered planning to help individuals determine their career path goal and the action steps needed to achieve their goal.

See page 8 for more information.

CAREER PATH SUPPORT SERVICES:

Short-term service that provides individualized support, advocacy, and/or resource development.

See page 9 for more information.

SOCIAL SECURITY BENEFITS ASSISTANCE PROGRAM:

Service that provides information about Social Security benefits and how your benefits may be affected by employment.

See page 10 for more information.

**How will you get to and from your job?
Research your transportation options by calling 211
Special Needs Transportation Hotline**



TRANSITION RESOURCE COORDINATION

Transition Resource Coordination is a service designed to assist students 18 to 21 years of age prepare for a successful transition from school to adult services and employment. The Transition Resource Coordinator works closely with DD case managers and the DDD state office on a variety of transition coordination efforts and provides information and assistance to students, families and school districts throughout Snohomish County.

Following are some of the ways the Transition Coordinator can help you:



- Plan for life after school
- Connect to community resources
- Assist with navigating the adult service system
- Participate in Individual Education Plans (IEP's)
- Participate in Transition Planning meetings
- Connect to Career Path Services as funds available

Examples of organized community outreach:

- ***Snohomish County Transition Council***
The Transition Council meets the first Wednesday of every month from 7:00 AM to 8:30 AM, during the school year.
- ***Snohomish County Transition Fair***
An annual resource fair for students held during the month of March.
- ***Presentations***
To families, students, school districts, school programs and/or teachers regarding planning for adult life after high school.

Contact Deb Gall
Snohomish County Developmental Disabilities
425-388-7476
deb.gall@snoco.org

INDEPENDENT PLANNING SERVICES

Figuring out career goals and the steps to achieve those goals can be a difficult and often overwhelming process. It becomes even more complicated when people have difficulty communicating what they truly want. Through partnering and gathering feedback from hundreds of families in various planning processes, we have been able to bring the most successful ideas together and develop **Independent Planning Services** for people with disabilities.

We know each individual is unique and our approach to planning is tailored to move at his or her pace. We have determined it is helpful to gather people you already know to assist in this creative process that gets results. A skilled facilitator will partner with you to design a planning process that will help you get what you want and strengthen the current relationships you already have.

To help you develop your plan we typically schedule a series of three sessions:

- Session 1: We start with an initial listening session to identify your needs, explain the process, and answer any questions you may have. We encourage you to identify people you would like to include in the process. We focus on your personal stories and an initial framing of the future you want to create. The emphasis is on your abilities and desires.
- Session 2: The second planning session is about finalizing your dream, developing strategies, and initial steps to make it come true. You will complete the process with a written plan that will assist you in negotiating/meeting your needs.
- Session 3: Your planner does a follow up meeting with the planning team within a month to share the final planning document and to make sure your future is heading in the right direction

Contact Deb Gall
Snohomish County Developmental Disabilities
425-388-7476
deb.gall@snoco.org



CAREER PATH SUPPORT SERVICES

“ACHIEVING YOUR CAREER PATH GOAL”



This service provides a variety of individualized support, advocacy and resource development to assist individuals to achieve their career path goal. Career Path Support Services can assist you as you begin Career Path Services or at any time you feel you need extra help while you are on your career path.

These are some of the ways Career Path Support Services can help you:

- Take your first steps on your career path
- Interview qualified providers
- Find a new approach to your career path
- Understand choices you can make on your career path
- Discuss your Career Path Service with your provider
- Find a new provider
- Build a support team
- Manage and evaluate your Career Path Service
- Discover additional resources
- Connect to your community as part of your career path

**Contact
DDD Case Manager
425-339-4833**

SOCIAL SECURITY BENEFITS

ASSISTANCE PROGRAM



This service assists individuals exploring career development to understand and manage the impact of employment on Social Security benefits (SSI and SSDI). The Benefits Planner can also assist with the development and maintenance of Social Security Work Incentive programs.

The Benefit Planner may help you:

- Meet your employment goals
- Understand how work affects your benefits
- Walk you through the maze of benefits and resources
- Access the Social Security Administration
- Tap into beneficial government programs like Section 8 Housing, food assistance, and Ticket To Work

Social Security Work Incentives may help you:

- Be able to work and keep key benefits
- Keep your Medicaid or Medicare
- Retain more of your Social Security cash benefits
- Pay for work-related expenses
- Save money for employment related goals

***You must be a client of the
State Division of Developmental Disabilities (DDD)
to be eligible for the Social Security Benefits Assistance Program.
Contact DDD at 425-339-4833 for eligibility questions and for a referral.***

CREATING YOUR CAREER PATH SERVICE PLAN



The purpose of the Career Path Service Plan is to create a service agreement between you and your provider. The provider you choose will use the plan to identify your career path goal, the support you will need, and what the provider will do to help you achieve your goal. Once the plan you develop is in place, you and your service provider will review the plan at least once a year, discuss progress you have made and determine changes that need to be made to your plan.

You can start with the development of your Career Path Service Plan by using the following worksheets describing the information to include in your plan.

You may develop your Career Path Service Plan prior to choosing a provider through the use of Independent Planning Services (**See Page 8**), or you may develop your Career Path Service Plan with the provider you choose.

This is all about YOU... What job do YOU want to do? ...

What are your thoughts about working?

Do you know what you want to do? What are your ideas?

Do you have ideas but are not sure what you want to do?

NEXT STEP: WHAT NUMBER ARE YOU?

1. **“I have interests. I have goals.”**
2. **“I only want one kind of job.”**
3. **“I am interested in work, but I don’t know what I want to do.”**
4. **“I’ll do anything. I’ll work anywhere.”**

1. **“I have interests. I have goals.” (Do you have ideas for jobs?)**

What are your interests?

Why are you interested in this?

What are your goals?

How did you get to that goal?

2. **“I only want one kind of job.” (Do you only want to do one thing?)**

What do you like about the job?

Do you have experience doing the job?

Do you have other work experience?

NEXT STEP: WHAT NUMBER ARE YOU?

3. "I am interested in work, but I don't know what I want to do."

(Do you need some direction or ideas?)

What do you do in your spare time?

Do you have work experience? What is it?

Would you want to do something similar?

What did you like about your past job(s)?

Do you see people working in jobs that seem interesting to you?

What jobs do you see?

4. "I'll do anything. I'll work anywhere." (Do you want to do anything?)

Name 3 jobs you like:

Why do you like them?

1.

1.

2.

2.

3.

3.

Name 3 jobs you don't like:

Why don't you like them?

1.

1.

2.

2.

3.

3.



WHAT IS MY CAREER PATH GOAL?

Based on the information on pages 11-13, I want to work on this career path goal:

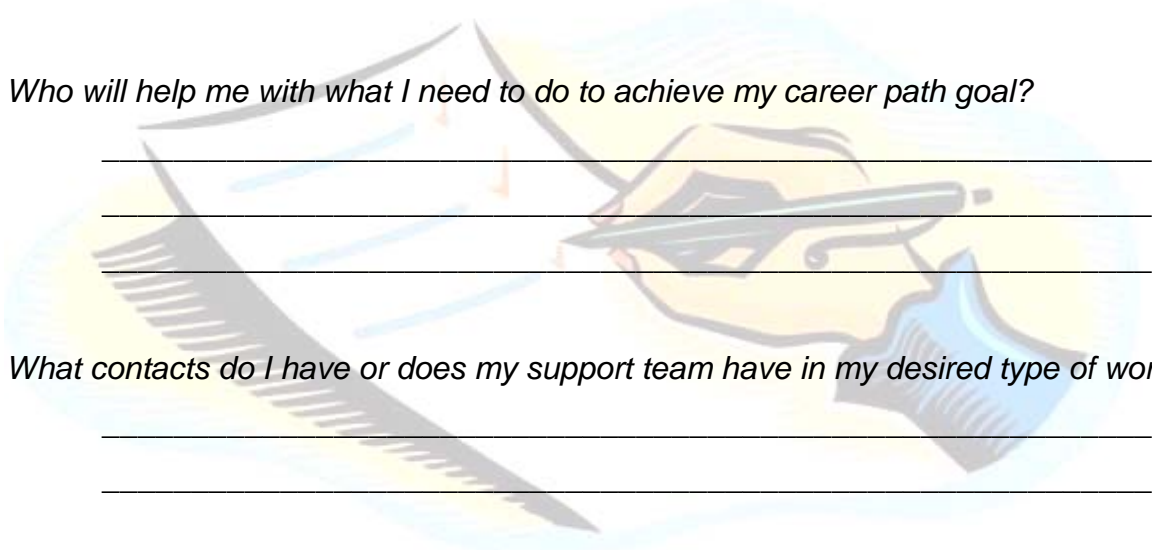
WHAT DO I NEED TO DO TO ACHIEVE MY GOAL?

Here are some ideas to help me get started:

1. Develop my resume
2. Contact employers in my community
3. Practice job interviewing
4. Learn how to take the bus or apply for specialized transportation
5. Find volunteer work or other activities that will help me gain experience and skills related to my career path goal
6. Develop connections in my community related to my career path goal
7. Work on my behavior issues
8. Improve my self-care or social skills

Who will help me with what I need to do to achieve my career path goal?

What contacts do I have or does my support team have in my desired type of work?



MANAGING YOUR CAREER PATH...

IT'S UP TO YOU!

The success of your Career Path Service depends on a clear partnership between you and the provider you choose to support you. You can self-direct the service you receive through a negotiation process that begins with your Career Path Service Plan (see pages 11-14).

Use these tips to negotiate and manage your Career Path Service with your provider:

- **Discuss your support needs**
Be honest and thorough.
- **Know your provider**
Find out the name, phone number and supervisor of the staff person who will be working directly with you.
- **Communicate with your provider**
Discuss how you want to maintain contact with your provider to discuss the progress of your service. Include this on your plan.
- **Ask questions**
Don't be afraid to talk to your provider about your ideas, concerns or questions. You are the customer!
- **Ask others to help**
Funding is limited and you and your provider may need additional help from family, friends, or other service providers.
- **Believe in yourself!**



TIPS FOR PROBLEM SOLVING

Talk to and/or meet with your provider

Communication is very important. Your provider may not know you have a concern or problem if you don't tell them. Start with the person who works directly with you and if that doesn't help, contact that person's supervisor. Ask for a meeting if necessary.



Contact someone to help you talk to or meet with your provider

This may be a family member, friend, or your DDD Case Manager. You may also request support from the Career Path Support Service. (See Page 9)

Review your career path service plan

Look at your career path goal and the steps and methods listed to help you achieve your goal. Does any information need to be added or changed?

Review your service records

Providers are required to document the services you receive in their case notes and you may choose to review those case notes at any time.

Consider changing to a different provider

You may change your provider at any time. Be sure to determine the reason you believe the change is necessary so you do not have the same problem with a new provider. Contact your DDD Case Manager for more information.

CHOOSING A QUALIFIED PROVIDER

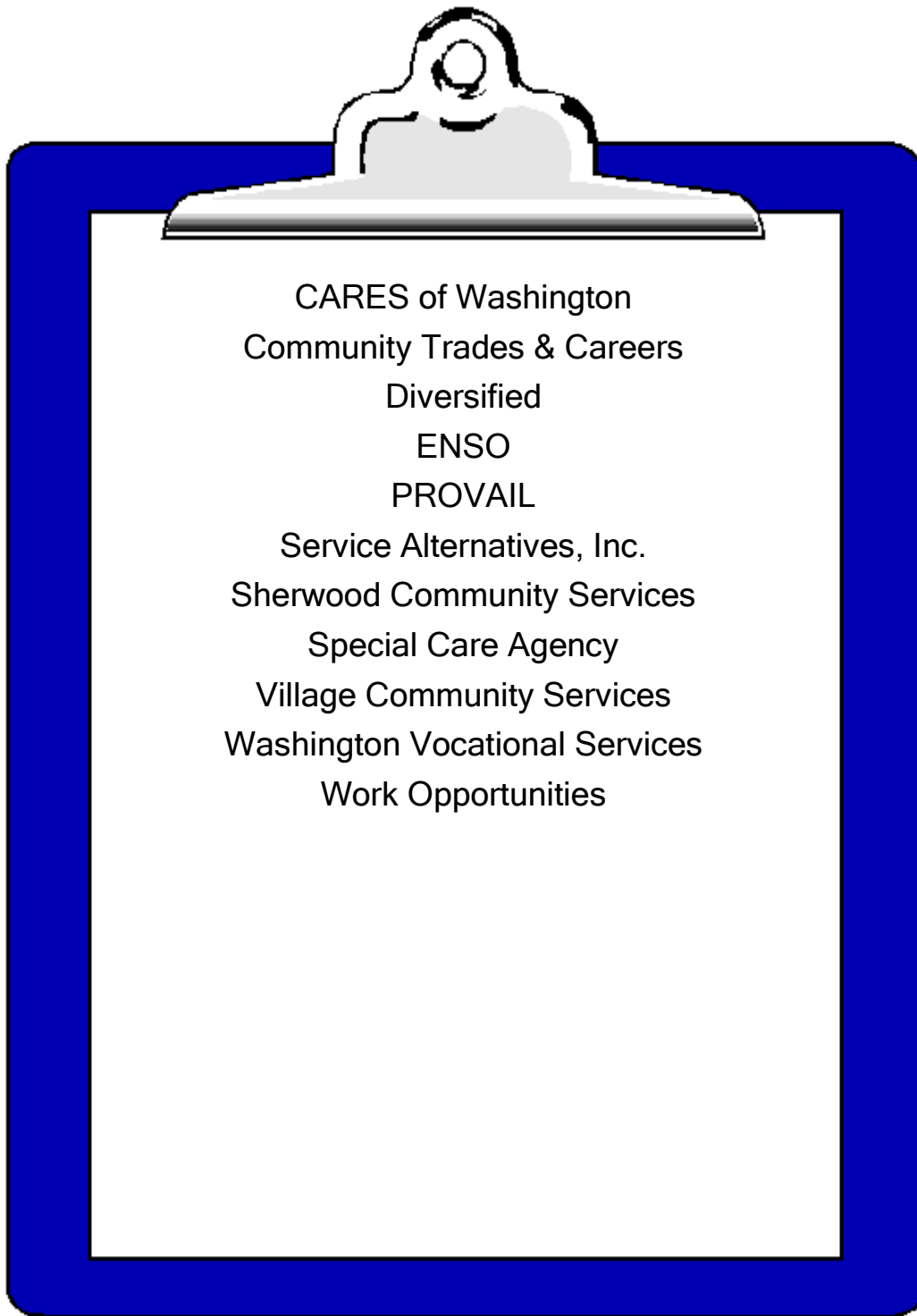
When you are ready to choose a provider, it is important to determine which provider will best fit your unique needs. It will be helpful to visit a few providers, talk to others who are already receiving services, or discuss your options with your DDD Case Manager. You may also request support from **Career Path Support Services. (See Page 9)**

As you talk to different providers be prepared to share your ideas and ask how they can support you to achieve your career path goal. Here are some sample questions to help you get started:

- I am interested in _____ . Do you have any connections in this area? How would you assist me?*
- I have limited work experience and I am not sure what I want to do. How would you help me explore my options?*
- What will be MY role in finding a job? What is YOUR role?*
- How will you help me develop and monitor my Career Path Service Plan?*
- Do you support other folks in my community? What kind of connections do you have with companies in the area in which I live?*
- How can you assist me with transportation?*
- How many people does your agency serve? How many other people will my job coach be supporting? How often can I expect to see my job coach?*
- Will the job developer also provide job training or will another individual be hired to do so (i.e., job coach, natural supports, co-worker trainer)?*
- How will you keep communication open with me, my parents, guardians, and significant others? (Email, phone, or written)*
- How would you help me if I have special needs such as: medication, personal care, cultural diversity, behavior or communication challenges, or safety issues?*



QUALIFIED PROVIDERS

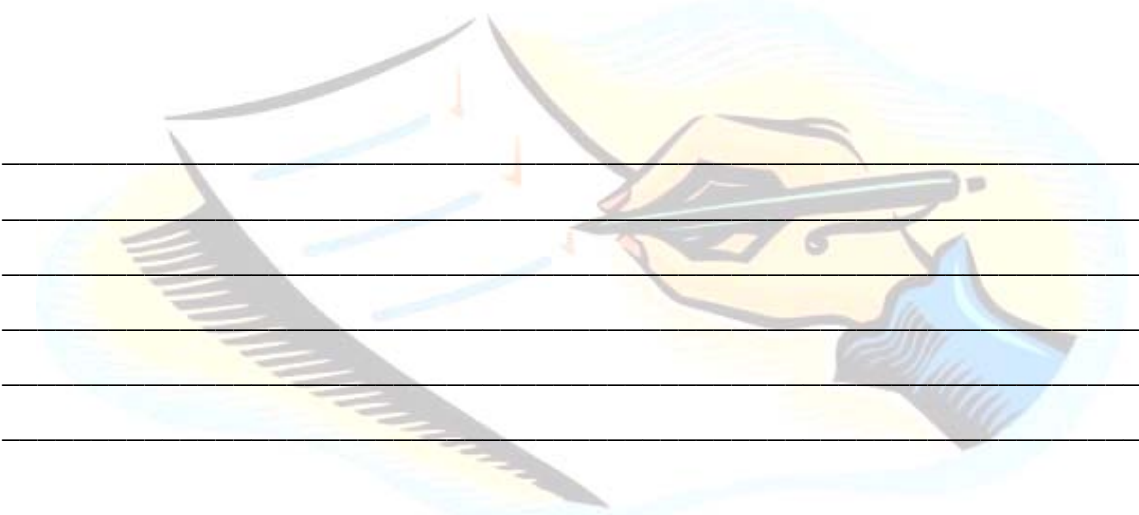




| | |
|---|---|
| <p>CARES of Washington 17251 Tye Street Suite A2 Monroe, WA 98272</p> | <p>Jacki Oravetz 360-631-7529 or 206-938-1253 FAX: 206-935-0949 jlalonde@caresofwa.org www.casesofwa.org</p> |
|---|---|

CARES of Washington's Supported Employment Programs assist adults who have developmental disabilities - including people transitioning from school to work. As we get to know our participants, we work together to make a plan that builds on their strengths and interests. We help them choose from an array of services based on their individual needs. This can include assessment of abilities and interests, job readiness training, job development, job modification, individual job training/coaching as needed, job placement and retention, and asset development. CARES annually assists more than 150 individuals with developmental disabilities in Snohomish, King, Pierce and Kitsap counties. In addition, we assist nearly 200 individuals annually to improve self-sufficiency for themselves and their families in King and Pierce Counties through our Advancement and Self-sufficiency Programs.

The success of CARES' service strategies is demonstrated by its 30 years as a community resource in the Puget Sound region. During the last fiscal year we had positive outcomes of all financial and qualitative audits. We also earned the highest possible level of accreditation from the national Commission on Accreditation of Rehabilitation Facilities (CARF).



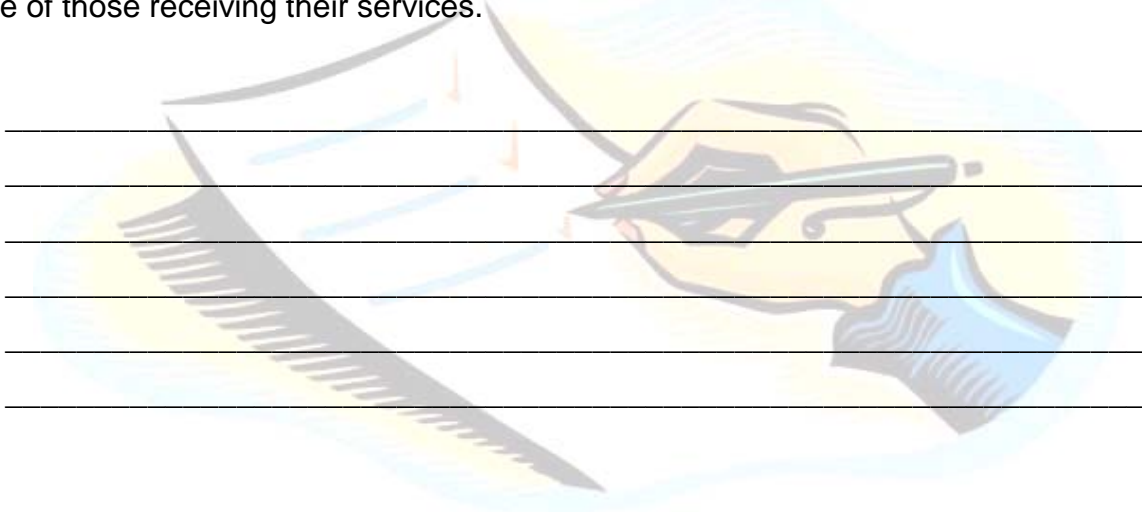


| | |
|---|---|
| <p>Community Trades & Careers Division of Sunrise Services 10407 Airport Road Everett, WA 98204 PO Box 2569 Everett, WA 98213-0569</p> | <p>Lisa Hanks 425-374-5478 FAX: 425-267-9779 www.sunrisecommunityliving.com (Click on employment)</p> |
|---|---|

Community Trades and Careers, a Division of Sunrise Services, assists individuals with disabilities to find and keep employment. Our mission is to offer comprehensive services that empower people to discover their potential, develop a career path and engage in community life. CTC is a local business that has supported individuals and their families for over twenty-five years. On the average, CTC serves eighty individuals per year.

CTC takes the time to get to know and work with each individual to develop a career path that takes into consideration the person's likes, dislikes, experiences, abilities and career preference. Some participants, upon entering services, are ready to move directly into employment. Others may choose to increase their employment exposure through participating in a community-based assessment, an evaluation service, or a volunteer position. The goal is to have a continuous pathway towards employment and community involvement.

CTC serves all of Snohomish County and North King County. Our area of expertise is in supporting individuals who have a developmental disabilities and mental health dual diagnosis. CTC staff members are well-qualified and dedicated to improving the quality of life of those receiving their services.





| | |
|---|---|
| <p>Diversified 13008 Beverly Park Road Mukilteo, WA 98275</p> | <p>Stephanie Davis 425-355-1253 sdavis@divind.com www.godiversified.com</p> |
|---|---|

Diversified has been serving the support needs of individuals with disabilities in Snohomish County since 1971. We provide a wide array of services including: individual career planning; skill/interest assessments; employment; transition student services; benefits counseling and community connections (e.g. community activities, volunteer work and retirement activities). At any given time, Diversified serves an average of 60 people with disabilities.

We have a personalized, innovative approach to career development and a high success rate for quality job placements. Diversified is recognized for its strong partnerships with employers and community organizations. We specialize in vocational assessments that provide a solid foundation for successful job matching.

People are encouraged to talk about the important things in their lives and their dreams for the future. With our staff, people develop a plan based on their personal goals and support needs. We believe in people planning their own lives!





| | |
|--|---|
| <p>ENSO 16300 Christensen Road, #104 Seattle, WA 98188</p> | <p>Janet Saenz 206-829-2001 janet@enso.ws www.enso.ws</p> |
|--|---|

ENSO is designed for those who want to self-direct their services. You choose whom to include in your planning process, whom to hire to develop your dream job, and whom to support you while on the job. Do you or your family know a friend or neighbor that would be just the right person to ensure your success? ENSO may be able to hire that person to work with you. You and your team will write a work order for your employment professional to follow that details the best way to support you. You are present and making choices at every turn of your career path. This includes directing how available funding will be used.

At ENSO you are the key. If this approach appeals to you, please join our circle. We will be with you all the way to the goal post.





| | |
|--|--|
| <p>PROVAIL 12550 Aurora Ave N Seattle, WA 98133-8036</p> | <p>Gina Solberg 206-826-1053 ginas@provail.org www.provail.org</p> |
|--|--|

PROVAIL is a large multi-service organization with residential services, a clinic providing speech and occupational therapy, an Assistive Technology Department and Employment and Community Services.

Our Employment and Community Services Department provides individualized supported employment and community connections. We start with assisting the individual in developing a plan reflecting the individual's interests, skills, and career goals. We then work in partnership with the individual and others to implement and support that plan using professional assessment techniques, job development, benefits counseling, job creation, job carving and coaching.





SERVICE ALTERNATIVES, INC.
Advancing the Potential...
COMMUNITY & EMPLOYMENT SERVICES

Service Alternatives Inc.
909 SE Everett Mall Way
Suite C345
Everett, WA 98208

Judy Hoekstra
jhoekstra@serval-ces.com
Tania Scott
tscott@serval-ces.com
425-710-0107
www.serval.com

Community and Employment Services provide the vital link between individuals with disabilities, their families, communities and employers. Programs are defined by integrity, customer service, excellence and teamwork. We work closely with you and your family and friends to achieve success in reaching your community and employment goals. Strengths of our agency include:

- Staff members who are enthusiastic, respectful and highly trained
- Many connections with potential employers in our community
- Leadership with integrity – policy of being honest and open
- High satisfaction rate with clients and families
- Collaboration in solving problems
- An excellent reputation in our community
- Over 25 years experience serving people with disabilities





Career Connection
Sherwood Community
Services
402 – 91st Avenue NE
Lake Stevens, WA 98258

Laura Lakings-Becvar
Career Connection Program Manager
lbecvar@sherwoodcs.org
(425) 334-4071, ext 210
www.sherwoodcs.org

“Our goal is for you to get a job and keep a job!” You’re not just another client or case; you are part of the Sherwood team. The end result of employment is as important to us as the careful team effort it takes to get you the job. We have over 40 years experience of annually serving over 500 individuals with disabilities and their families throughout all of Snohomish County.

Sherwood provides individualized employment services to meet the needs of people with a variety of disabilities, including developmental disabilities and persons with dual diagnosis. Sherwood staff members are highly qualified, trained and experienced and have very little turnover. They work as a small personal team on your behalf. Services include skill assessment, job development and placement, workplace support and follow-up, transitional employment, community placements, skills training and employment while performing assembly work for manufacturing companies like Boeing and Comcast.





Special Care
AGENCY
EMPLOYMENT SERVICES

| | |
|--|--|
| <p>Special Care Agency Employment Services 4121 McKinley Street PO Box 1026 Carnation, WA 98014</p> | <p>Sheri Taylor (206) 510-8396 sheri@specialcareagency.com www.specialcareagency.com</p> |
|--|--|

Special Care Agency provides a complete range of employment services in Snohomish and King Counties to help you achieve successful employment by:

Creating Your Career Path

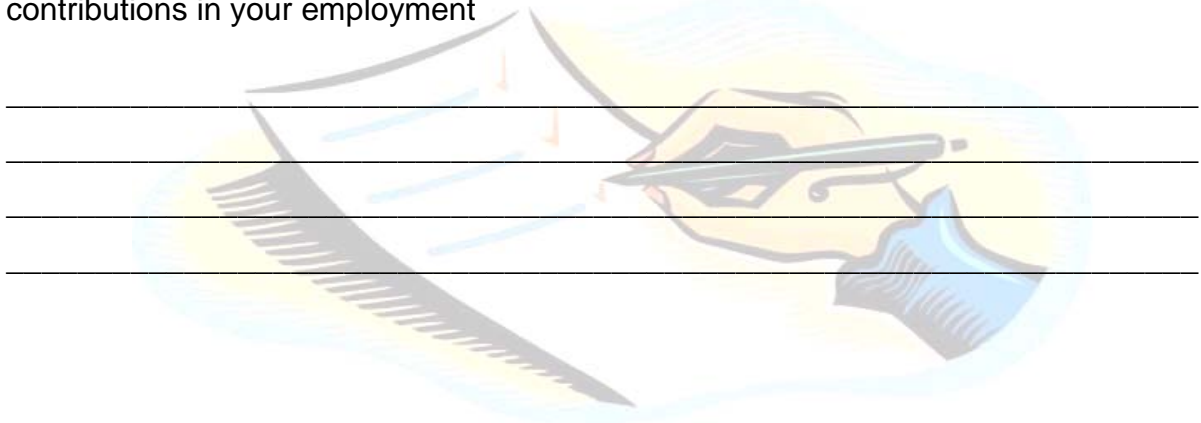
- Developing a Person Centered Plan
- Matching you with one of our trained Employment Specialists to guide you in obtaining a job
- Helping high school students with transition planning after graduation

Working with Employers

- Contacting and scheduling interviews with potential employers
- Helping you and your employer adapt the work site to help you perform your job more successfully
- Helping you communicate effectively with your employer
- Assessing your skills and interests
- Completing an individual Plan for Employment
- Helping you develop marketable skills and work ethic
- Helping you build a resume

Ensuring Success

- Providing ongoing support as needed to facilitate long-term success
- Helping you become more self-sufficient by developing relationships with co-workers that can support you in your job
- Helping you improve your quality of life by increasing your ability to make meaningful contributions in your employment





Village Community Services

Bridging Partnerships for Growth

| | |
|--|--|
| <p>Village Community Services Career Planning and Placement Services 3210 Smokey Point Drive, Suite 201 Arlington, WA 98223</p> | <p>Elizabeth Gordon 360-653-7752 ext. 15 gordone@villagecommuniysvcs.org www.villagecommunitysvcs.org</p> |
|--|--|

Village Community Services' Career Planning and Placement Services can help you:

Find a job that is just right for you by:

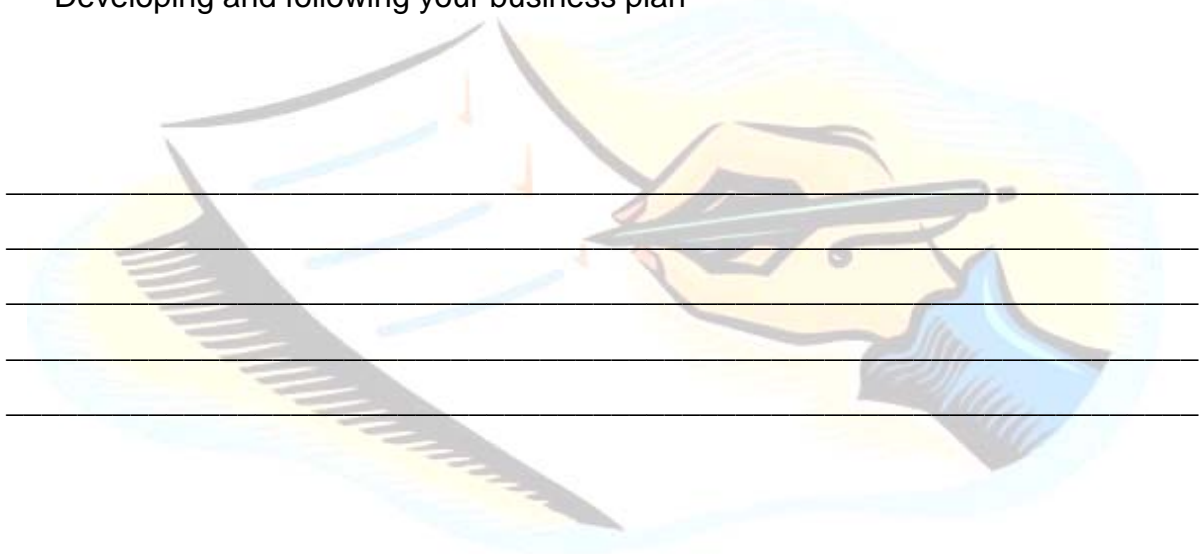
- Clarifying your skills & abilities
- Identifying your goals
- Targeting paid & volunteer jobs
- Practicing interview techniques
- Creating or updating your resume
- Filling out applications

Grow in your job through:

- On site job training
- Job coaching
- Problem solving
- Securing reasonable accommodations

Start your own Business by:

- Developing and following your business plan





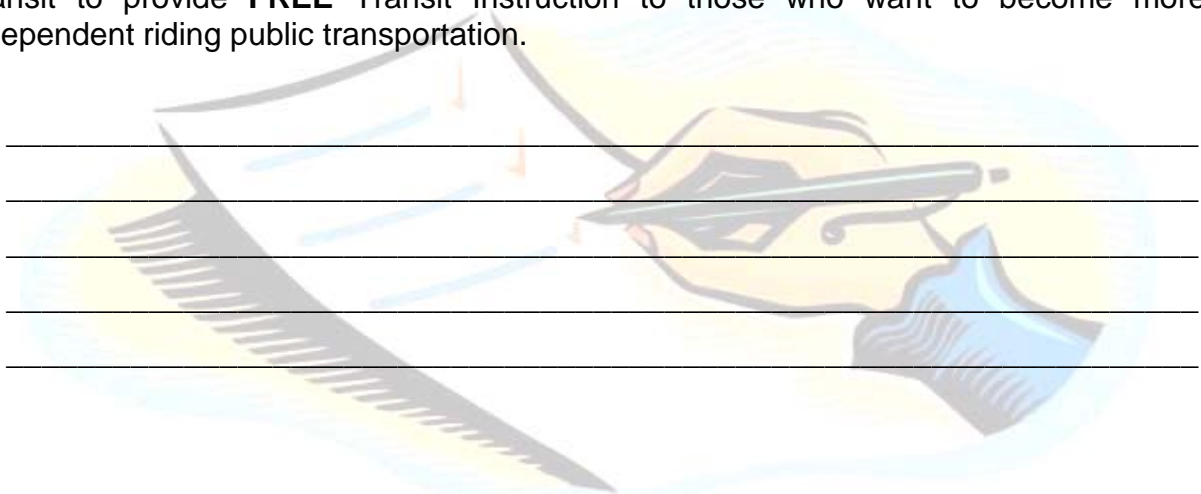
WASHINGTON VOCATIONAL SERVICES

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| <p>Washington Vocational Services 22316 70th Avenue West, Suite D Mountlake Terrace, WA 98043</p> | <p>Bretta Williams 425-774-3338, ext. 204 bwilliams@wvs.org www.wvs.org</p> |
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Washington Vocational Services (WVS) was established by leaders from the Edmonds School District Special Education Department. For over 30 years the mission of WVS continues to be ***dedicated to providing outstanding quality services that result in successful community involvement and employment. Our vision is that all people will be recognized for their abilities.***

WVS has 13 full-time Employment Specialists/Job Developers and 6 Job Coaches on staff. We have specialists on staff that provides Person Centered Career Planning. Our services are individualized according to (you) customer interests, strengths, and career plan goals. We encourage community involvement to gain experiences that lead to paid employment. We offer vocational planning, work assessments, job placement and job coaching. Our staff receives regular training on disability issues and current labor market information. We are proud to maintain a high satisfaction rate as reported by the customers and families we serve. We are CARF accredited

We offer a free weekly Job Class. This ten week course is very successful and well attended. It provides individuals an opportunity to share experiences, prepare for interviews and employment expectations, discuss solutions and ways of solving problems, and provide support for one another. WVS is contracting with Community Transit to provide **FREE** Transit Instruction to those who want to become more independent riding public transportation.





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| <p>Work Opportunities 6515 – 202nd Street SW Lynnwood, WA 98036</p> | <p>Phil McConnell or Carrie Morehouse 425-778-2156 425-778-2156 (TDD) phil@workopportunities.org carrie@workopportunities.org www.workopportunities.org</p> |
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Work Opportunities has been assisting persons with disabilities to find good jobs since 1963. Our mission is to “promote self-determination, self-respect and valued participation in the community for people with disabilities.”

We serve approximately 400 people annually in employment services and specialize in working with individuals with high support needs. We put the people we serve in the “driver’s seat” and offer a variety of vocational services and options that can be tailored to each person’s goals and specific needs. Services include individualized vocational planning, assessment and community-based work experience, job placement and support, enclave employment in local businesses with Work Opportunities staff support, work center employment, and helping people contribute to the community.

Our staff members receive on-going, in-service and professional training and we are accredited by CARF for Community Employment Services, Comprehensive Vocational Evaluation, Employment Planning, and Organizational Employment Services. We also encourage involvement in a variety of non-work activities, including Participant Council, agency planning activities, dinner dances, People First (self-advocacy), picnics, and a variety of other choices.



