

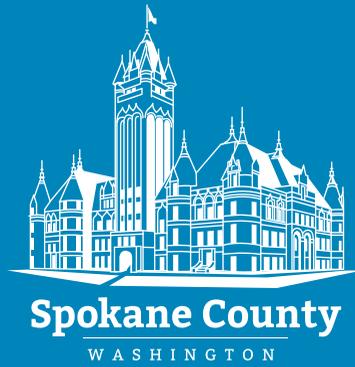
RELATIONSHIPS OPPORTUNITIES
COMMUNITY PERSONAL CHOICES INDEPENDENCE
VALUE-ADD EQUALITY CELEBRATE DIFFERENCES WORKING TOGETHER ADVOCACY
COMPENTENCY PERSON-CENTERED **IDEA-SHARING** VALUE-ADD
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EMPLOYMENT AND COMMUNITY INCLUSION

All individuals, regardless
of the challenge of
their disability, will be
afforded an opportunity
to pursue employment.

PARTICIPANT GUIDE





**Community Services,
Housing, and Community
Development Department (CSHCD)**

Developmental Disabilities Division

Mission Statement:

To support each person with a developmental disability to achieve and maintain a full and participating life in their community.

Welcome!

What are your hopes and dreams for employment? Would you like a full-time job doing work you like, with good people, a regular paycheck and benefits?

This book will introduce you to people who can help you get the job you want. You can choose an agency where a job developer will be your partner in finding the job you want.

The job you choose will be a place where you can use your skills, learn more, and contribute to the success of a business. We are confident that you will be a great employee and that your dreams for a good job will come true.

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(509) 477-2029

Nicole Luppens
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Developmental Disabilities Division
Spokane County Community Services, Housing, and Community Development Department



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An Introduction to Employment Services

Employment

In Spokane County, all services are consistent with the Developmental Disabilities Administration County Services for Working Age Adults Policy 4.11. This policy supports gainful employment for working-age adults as a way to realize full citizenship. Each individual between the ages of 21 and 62 years will be supported to pursue his or her own pathway to employment. This unique path leads to a job, a career, and the opportunity to contribute to, and participate in, community life. All individuals, regardless of the challenge of their disability, will be afforded an opportunity to pursue competitive employment.

A Pathway to Employment begins with an individualized plan developed with the person and people supportive of his or her employment goals. The plan will describe activities necessary to reach the goal of gainful employment in a typical community business. Each person will receive the support they need as their pathway unfolds through one of the service types; School To Work, Bridge Project, Individual Employment, or Group Supported Employment.

The ultimate goal for supported employment is for people to work full-time and be self sufficient in their community. Employment provides an individual with the means for a typical life and also provides community members with the opportunity to experience the capabilities and contributions made by individuals with developmental disabilities. Employment is a cornerstone of a full and participating life in the community.

Community Inclusion

Community Inclusion services are individualized services provided in typical integrated-community settings for individuals in retirement, age 62 or older or have participated in employment for 9 months or longer and request Community Inclusion. Services promote individualized skill development, independent living, and community integration for people to learn how to actively and independently engage in their local community. Activities will provide opportunities to develop relationships and to learn, practice, and apply life skills resulting in greater independence and community inclusion. These services may be authorized instead of employment support (Individual Employment, Group Supported Employment) for working-age individuals who have received nine months of employment support, without obtaining a job, and have decided not to continue looking for work.

How to Begin

In Spokane County, people 21 years of age or older with developmental disabilities and their families are able to choose an agency to provide them with Employment or Community Inclusion service.

A network of qualified service provider agencies are managed by the County through contracts and regular monitoring of agency performance. Qualified agencies have the expertise to support individuals with developmental disabilities to pursue, obtain, and retain employment. People working at the agencies described in this book can help you find the right job.



For information or referral, contact your: DDA Case Manager at (509) 329-2900 or Nicole Luppens at Spokane County Developmental Disabilities Division (509) 477-4500.

Transition from School to Work

Transition from school to employment services can be scary and very exciting. High school is an important time to start planning and thinking about future possibilities for employment or higher education, and making connections with Spokane County employment agencies.

DID YOU KNOW:

- Transition planning begins at the Individualized Education Plan (IEP) meeting just before your 16th birthday?
- It is important to check your eligibility status for your Social Security Income (SSI) the month of your 18th birthday? You will need to check your SSI eligibility status, regardless of previously being denied, or receiving, benefits prior to age 18.
- Division of Vocational Rehabilitation (DVR) can begin providing employment support as early as age 14?
- Long-term employment supports may be available through the Developmental Disabilities Administration and Spokane County when you are age 21 and finished with school?

Spokane County can assist you in navigating a complex system. Some of the ways in which we can assist you in planning for a smooth transition are:

- Attending your IEP meetings
- Discussing your future goals
- Explaining what each agency can offer you, in the area of employment; and
- Discussing other resources, e.g., DVR.

Spokane County offers Resource Fairs to allow each student the opportunity to meet each contracted agency that provides employment services. Turn to page 12 to find questions you may want to ask an agency while deciding who you will work with for employment supports.

If you are between the ages of 16 and 21 and want to learn more about transitioning from high school, please contact Brian Nichols, Spokane County Program Manager at (509) 477-2029.

School To Work Employment Services

Students who have jobs when they graduate are more prepared for adult life than those who don't. The School To Work program is a collaboration between the Developmental Disabilities Administration (DDA), Spokane County Developmental Disabilities (DD) Division, your school, and the Division of Vocational Rehabilitation (DVR) to help students with developmental disabilities, in their last year of school, find jobs before they graduate.

Who is eligible for School To Work?

- Students must be of transition age (20 to 21) and still in school.
- Students must be eligible for Developmental Disabilities Administration (DDA) services.
- Students must be willing to apply for, and follow through on, DVR services if they qualify.
- Students must be committed to integrated community employment, earning at least minimum wage, through an Individual Supported Employment type program.

The sequence of events for participating in School To Work

1. Complete a School To Work application and consent forms and submit them to Spokane County Developmental Disabilities (DD) Division.
2. Get an acceptance letter from Spokane County's DD.
3. Follow the instructions in your acceptance letter, if you are accepted.
4. Apply to DVR for services. (If not eligible, the School To Work program will assist with employment services.)
5. Notify your school and the School To Work program of which employment agency you choose.
6. Work with DVR to:
 - a. Develop an employment plan.
 - b. Work with a job developer.
 - c. Find a job.
 - d. Work with a job coach to learn job duties.

Students who leave school with a job will be more successful in maintaining work throughout their adult life. Students work with an employment specialist to find a good job-match before they leave school. Students get training, Social Security benefits information, and resource coordination.

The Bridge Project Employment Services

What is The Bridge Project?

The Bridge Project got its name, and its beginning, from the idea that there were people who qualify for Developmental Disabilities Administration (DDA) services, but did not have access to a Medicaid Waiver to pay for employment services. These people want to work and needed a bridge from unemployment to a Waiver.

The Bridge Project helps "bridge the funding gap" for people with developmental disabilities who want employment services from Division of Vocational Rehabilitation (DVR) but need long-term funding for ongoing supports and do not have a Medicaid waiver to pay for those services.

Who is eligible for The Bridge Project?

- Over 21 years of age
- Out of high school
- Enrolled with the DDA
- Not currently on a DDA Medicaid Waiver
- Must be willing to apply for, and follow through on, DVR services

The sequence of events for participating in The Bridge Project.

1. Complete an application and consent forms and submit to Spokane County Developmental Disabilities (DD) Division.
2. Get an acceptance letter from Spokane County's DD.
3. Apply to DVR for services. (If not eligible, The Bridge Project will assist with employment services.) Work with DVR (or Bridge) to:
 - a. Develop an employment plan.
 - b. Work with a job developer.
 - c. Find a job.
 - d. Work with a job coach to learn job duties.

Over the past several years, The Bridge Project has offered services and has helped many people become eligible for the DDA Medicaid Waiver. After the person has secured a job, they may apply for the DDA Medicaid Waiver. If the waiver is granted the person may use all the waiver services along with employment support funded by DDA.

For more information about the Bridge Project, contact Priscilla Bradford at (509) 477-4489 or email at pbradford@spokanecounty.org

Source of Definitions

Individual Employment (IE)

Services are a part of an individual's Pathway to Employment and are tailored to individual needs, interests, abilities, and promote career development. These are individualized services necessary to help people with developmental disabilities obtain and continue integrated employment at or above the state's minimum wage in the general workforce. These services may include intake, discovery, assessment, job preparation, job marketing, job supports, recordkeeping, and support to maintain a job.

Group Supported Employment (GSE)

Services are a part of an individual's pathway to integrated jobs in typical community employment. These services are intended to be short-term and offer ongoing supervised employment for groups of no more than eight (8) workers with disabilities in the same setting. The service outcome is sustained, paid employment leading to further career development in integrated employment at or above minimum wage. Examples include enclaves, mobile crews, and other business models employing small groups of workers with disabilities in integrated employment in community settings.

Community Inclusion (CI)

Services are individualized and provided in typical integrated community settings for individuals in retirement, or that qualify after trying an employment service. Services promote individualized skill development, independent living, and community integration for people to learn how to actively and independently engage in their local community. Activities will provide opportunities to develop relationships and to learn, practice, and apply skills that result in greater independence and community inclusion.

Individualized Technical Assistance (ITA)

Services are a part of an individual's pathway to individual employment. This service provides assessment and consultation to the employment provider, client, and their support system to identify and address existing barriers to employment. This is in addition to support received through supported employment services for individuals who have not yet achieved their employment goals.

Agency Services Matrix

AGENCY NAME	IE	Bridge	STW	GSE	CI	ITA
ABILITY	X	X	X			
ARC OF SPOKANE	X	X	X	X	X	X
ARTISANS	X	X	X	X	X	
ATWORK!	X	X	X		X	
Compass	X	X	X		X	X
ENSO	X	X	X			X
GOODWILL	X	X	X			
NW CENTER	X	X	X			X
PACE	X	X	X		X	
SERVICE ALTERNATIVES	X	X	X			
SKILLS'KIN	X	X	X	X	X	
TIM FOSTER CONSULTING	X	X	X			
WEST CENTRAL					X	
WISE						X

A Few Questions You Might Want To Ask Agencies

01. I am interested in (insert type of job). How will you help me find that job?
02. I am not sure what kind of job I want. How can you help me?
03. If I pick your agency, how will you help me find a job? What will each of us do to find me a job?
04. How long does it usually take for someone to find a job?
05. What kinds of connections do you have with companies in Spokane where I might get a job?
06. How would you help me with long-term follow-up after I get a job?
07. How would you help me if I have special needs such as medications, personal care, behavior challenges, or safety issues?
08. What is special about your agency? What does your agency do best?
09. How will I get to my job or community events?
10. How will you keep communication open with family, guardians, home sites, case manager, and important others?
11. Tell me about the staff in your agency.
12. How does your agency work with people who have a lot of support needs?
13. Does your agency have success in finding work for people with a lot of support needs?
14. What are the best success stories your agency has for people with high support needs?

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W: abilityemployment.net
Facebook: facebook.com/abilityemployment
LinkedIn: linkedin.com/company/12956769



Ability Employment Services

Ability Employment Services believes that everyone has the right and ability to work in an integrated workplace setting. We are a goal-oriented agency with high performance standards to better serve our clientele. Ability has built its reputation on performance excellence. We are known for our employer relationships, customer service, and our successful outcomes to promote high client employment rates.

We specialize in assisting clients and their families in locating their first or early stage employment. Our practitioners are very experienced and highly skilled at facilitating and navigating this unfamiliar experience.

Services Include:

- Supported Employment
- Vocational Assessments
- Vocational Evaluations
- Benefits Planning

Aspects of Services:

- Job Preparation (resume development, interview prep)
- Job Development (seeking out prospective employers that align with client goals)
- Job Coaching (on-site training and skill building)
- Follow along (continual career services and advocating of clients behalf (i.e. wage and hour negotiation)
- We accept referrals from the Developmental Disabilities Administration (DDA), Spokane County, Division of Vocational Rehabilitation (DVR), and Department of Service for the Blind (DSB).

320 E. Second Ave
Spokane, WA 99202
T: (509) 328-6326
F: (509) 328-6342
E: programs@arc-spokane.org
W: arc-spokane.org



The Arc of Spokane

The Arc of Spokane has a vision for the future: “Inclusive community. Every life fulfilled.” Our mission is to promote independence and choice and enhance the quality of life for people with intellectual and developmental disabilities and their families. As a non-profit, organized in 1950 by local parents and advocates, The Arc has been successfully providing employment and day program services for over 45 years. Our Supported Employment and Community Inclusion programs are some of the most impactful ways we achieve our mission and vision every day, out in the community.

Supported Employment

We provide individualized support through the entire employment process to ensure our clients are matched with the right job for long-term success.

Individual Employment ~ School To Work ~ Bridge ~ Group Supported Employment

- Identify needs and interests
- Discover skills and abilities
- Prepare your resume or application
- Develop job interview skills
- Network with employers
- Submit resumes and applications
- Receive and accept job offers
- On the job training and coaching

Community Inclusion

We provide one-on-one support to empower our clients to engage with their community through volunteering and joining clubs or groups. This looks different for everyone based on individual interests and goals. The Community Inclusion program increases our client’s presence in the community so they can utilize their skills, explore their interests, and build lasting relationships.

Person-Centered Planning - Individualized Technical Assistance (ITA)

We use illustrations to facilitate person-centered plans for our clients, by request, to empower them and help them reach their goals. Clients can request a person-centered plan when in transition with work or school or when they need to get their support team on the same page to pursue their goals. This is a strengths-based approach where the team shares the focus person’s skillset and interests, identifies strategies for success, and brainstorms ideas for the future.

Guided by our core values: Inclusion ~ Advocacy ~ Person-Centered ~ Dignity ~ Quality of Life

The Arc of Spokane provides many additional services and supports including:

- Individual Advocacy
- Supported Living
- Representative Payee
- Representative Payee
- Representative Payee
- Overnight Planned Respite

Support programs for:

- Parents and families
- Young adults transitioning out of high school
- Healthy relationships
- Home ownership

Downtown:
200 E. 2nd Ave., Ste. A
Spokane, WA 99202
T: (509) 325-4489
F: (509) 325-5034
E: polly@theartisans.org
W: theartisans.org

Northside:
4019 E. Central Ave.
Spokane, WA 99217



Artisans

Mission Statement

Artisans is a non-profit agency providing services necessary for individual job development, employment support, and employment opportunities for people with disabilities.

Agency Information

Founded in 1987, Artisans is a local CARF accredited agency that strives to provide each of our clients the services necessary to ensure employment goals can be accomplished and provide stable and supportive work environments. Each client Artisans serves is a unique individual with specific skills, abilities, and talents. Because of this, our agency prides itself in offering services and employment opportunities as diversified as those that make up our organization. Over the years, Artisans has grown, established many strong employer and community relationships through all of its programs, and is the largest Group Supported Employment provider in Spokane County.

Services Available:

Group Supported Employment

Individuals work in community-based employment settings in small groups and each individual earns an hourly wage based on his or her time-tested productivity. Staff members provide training, job development, and the supervision necessary to create a constructive training environment for each individual.

School To Work

Services for high school students to explore and develop employment opportunities during school and after graduation. Funding options include the Spokane County School to Work program, Division of Vocational Rehabilitation (DVR), and Private School District Contracts (call for availability).

Individual Employment

Services and support are offered throughout the entire employment process including resume building, interview skill building, job development, training, etc. Our staff work diligently to offer job placements in the community and provide personalized support for each individual. These services are also available for individuals who qualify for the Bridge Project funded by Spokane County.

Community Inclusion

Participants enrolled in this program will receive services focused on activities and goals related to community engagement and integration.

Division of Vocational Rehabilitation (DVR) Services

Call for more information about services available.

1010 N. Normandie Street, Ste. 206
Spokane, WA 99201
T: (509) 939-9767
W: atworkwa.org



AtWork!

AtWork!'s mission is to empower people with disabilities to be productive, integrated and contributing members of their communities. Our purpose is to empower people with disabilities to have full and meaningful lives through employment and community involvement.

Our Values:

- Integrity • Respect • Stewardship • Creativity • Collaboration

Employment Services:

AtWork! believes that everyone—including people with disabilities—can benefit from the transformative power of integrated employment. Your AtWork! Employment Consultant will work with you one-on-one, to find the right job for your talents, abilities and interests.

Finding a new job can be exciting—and challenging. AtWork! provides all the training and support you need to overcome the obstacles and be successful in your new job.

Your Employment Consultant is focused on one thing: helping you succeed in your job. He or she will be available every step of the way: checking in regularly, visiting you at your job site, and helping you to learn new tasks or resolve problems that may come up.

Four Steps to Job Success:

1. Discovery – Meet your Employment Consultant, who will help you:

- Identify your needs, abilities and interests
- Discover your skills through a variety of tasks
- Explore your interests through volunteer opportunities, job tours or job shadowing
- Work with you to prepare your resume or employment applications and develop job interview skills

2. Job Development – Your Employment Consultant:

- Partners with local businesses to match a job to your skills, interests and goals
- Brings you and the employer together for an interview
- Helps you to decide whether to accept or reject the employment offer and negotiate the hours you work and how much you are paid.

3. Training and Support -

- While you work on mastering your new job, we provide on-the-job training and support for you, your co-workers and your circle of support.

4. Job Retention – Your Employment Consultant will:

- Support you through job coaching
- Advocate for you through any problems with your employer
- Check in as needed to ensure continued success

5709 W. Sunset Hwy., Ste. 100
Spokane, WA 99224
Contact: Cathryn Maland
T: (833) 327-2667
E: cmaland@careersbycompass.com
www.careersbycompass.com



Compass Career Solutions

Compass Career Solutions provides meaningful services through Individualized Employment, Community Inclusion, and Person Centered Planning. Our ultimate goal is to advocate for the people we support in a way that empowers them to “be” an active, participating, and contributing member of their local community. Compass believes that each person adds unique value to the lives of others while at the same time dreams come true and the journey of life unfolds. Compass does this in the following ways:

- Employment: We will work to secure competitive employment. We will honor preferences, choices, and abilities of each individual.
- Community Inclusion: The facilitation of friendships through the support in building meaningful relationships, independence, and natural supports within the community.
- Foundational Community Support for Housing and Employment.
- Individualized Goals: Instead of focusing on what one cannot do, we focus on what one can do.
- Long term Services: Retention, Skills training, modeling, supervision, job coaching, resume building, learning and interview preparation, and job readiness.

Compass is thankful and value our partnership with the Developmental Disabilities Administration (DDA) and Spokane County.

508 W. 6th Ave., Ste. 400
Spokane, WA 99204
T: (509) 329-6010
F: (509) 326-8188
W: enso.ws



ENSO Envisioning Solutions

ENSO is a non-profit, 501(c)3 agency providing employment services for individuals with disabilities and other barriers to employment locally in Washington State. We focus on the individual and develop services to provide support in a Person Centered and Self-Directed approach. Our goal is to support individual job seekers to attain jobs that fit their interests, skills and abilities while integrating into the workplace in a productive and effective manner that meets the needs of employers.

Mission:

To facilitate individualized employment for people with developmental disabilities and others who experience barriers to meaningful employment.

Our Values:

Individual contribution • Creative and customized employment supports • Team & community involvement • Equity

Services ENSO can provide for you:

System Navigation: DDA, DVR, SSI, SSDI, Employment Agencies, County Services, WHAT DOES IT ALL MEAN? We can help you answer this question and figure out how all the pieces fit together for you!

Creative and Customized Planning:

Person-centered employment planning can be helpful if you:

- just graduated and are looking for your first job
- have been a part of the service system for many years and are looking for a new job
- have been unemployed for a while, have not found a job, and aren't sure what the next steps should be

Plan Implementation:

A plan without action is no plan at all! ENSO can provide:

- Benefits plan
- Job development
- Job coaching
- Self-employment information and assistance
- Support in finding a community-based learning experience
- Support to accomplish any other steps that you know you need to take to reach your employment goals

ENSO is a Spokane County qualified provider of Individual Employment (IE) services, School to Work, and Bridge Project services. This includes person-centered employment planning, benefits planning, job development, job coaching, and support as you work towards your employment goals.

ENSO is a Spokane County qualified provider of Individual Technical Assistance (ITA) in the form of Person-Centered Employment Planning and Benefits Planning

130 E. Third Avenue
Spokane, WA 99202
T: (509) 838-4246
F: (509) 444-4371
W: DiscoverGoodwill.org



Goodwill Industries of the Inland Northwest

Goodwill Industries of the Inland Northwest helps people overcome barriers to independence within the communities we serve in Eastern Washington and North Idaho. We were founded in Spokane in 1939. Goodwill serves thousands of people in Eastern Washington and North Idaho every year through programs that focus on employment and training, housing support and financial stability. Goodwill employment programs help individuals who receive DVR and/or DDA services through the following services:

Job Placement:

Goodwill staff help you identify jobs that fit your interests and goals, prepare a resume, practice interview skills, and fill out job applications. We may contact employers to find job openings. Goodwill staff may go to interviews with you, as needed. We also help you with on-the-job training, as needed.

Individual Supported Employment:

Individual Supported Employment: You may need some support to be successful in your new job. A Goodwill job coach can help you talk to your supervisor, solve problems at work, understand your paychecks, and build other skills to be successful at work. As you become more independent, you will need less support.

Goodwill provides each person with an employment specialist or job coach who helps you find and connect to jobs that fit your interests, as well job coaching and support to achieve personalized employment goals.

Goodwill is accredited by CARF, an independent, nonprofit accreditor of health and human service agencies.

101 W. Cataldo Ave, Suite #300
Spokane, WA 99201
T: (509) 928-1588
F: (509) 891-1674
E: rnewell@nwcenter.org



Northwest Center

Northwest Center – People of all abilities.

For 50 years, we have provided quality services that make a difference in the lives of those we serve. We offer individualized employment services to people of all abilities in the Spokane area using person-centered employment planning to identify your skills and interests and direct the services we provide. Our mission continues to be:

“To promote the growth, development and independence of people with developmental disabilities through programs of education, rehabilitation and work opportunity.”

Northwest Center provides employment services that aim to place people in jobs in the community that match their skills, and then provide them with the appropriate level of support at each step along their career path. Our employment programs include:

Job Placement:

Northwest Center has a team of job developers with a proven, and highly successful, track record. The team has numerous relationships with a broad spectrum of businesses throughout Spokane County. These relationships are utilized to full advantage as we help individuals find jobs that match their interests and maximize their abilities.

Supported Employment:

Northwest Center has job coaches who support individuals in their community jobs. Our coaches are trained to work with individuals of all abilities. A person may require occasional, intermittent support, or may need assistance throughout their shift – we tailor the support to meet each person's needs. Our job is to help each individual we serve be successful in their jobs.

Northwest Center Spokane is firmly committed to provide the best in quality services. Our emphasis is always on customer satisfaction, and we welcome you to come visit us or call to find out more about us!

3305 W. Fort George Wright Drive
Spokane WA, 99224
T: (509) 279-6033
F: (509) 279-6216
E: Paceservices@scc.spokane.edu
W: sccel.spokane.edu/PACE.aspx



PACE Services

PACE (People Accessing Careers and Education) Services is committed to serving you. Our mission is to assist people with significant obstacles to employment or community inclusion to achieve life goals through education, resource coordination and vocational support. PACE Services staff will work closely with you and your support system to develop a plan that meets your needs, interests, abilities, and skills.

Employment Services:

Employment Specialists will assist you in making individualized career choices. Your employment skills and strengths are identified through person centered planning, vocational assessments, job shadowing, and work experience opportunities. PACE Services will assist you in reaching your career goals through individualized help and instruction. On the job supports and follow along services help you remain successfully employed.

Community Inclusion Services:

PACE Services can assist you in participating in meaningful activities in the Spokane community. Activities will be arranged to meet your specific goals and will provide opportunities for you to develop community relationships and contribute in a variety of settings.

As a participant at PACE Services you are considered a student of Community Colleges of Spokane and will have the opportunity to participate in college campus activities. Instruction in job skills, life skills, communication skills, reading, computer skills and numerous other non-credit classes are available at Spokane Falls Community College and the Lodge. If you choose to take classes they will be in addition to your Employment and/or Community Inclusion Services.

PACE Services has been CARF accredited in employment services since 2005.

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Spokane, WA 99206
Cell: (509) 654-5250
anthony.contreras@serval-ces.com
www.servalt.com/community-employment-services



Service Alternatives

Service Alternatives (SA) is a diverse team of people, united and driven by our mission: Advancing the potential of our communities, customers, and ourselves through exceptional service.

We have a strong set of guiding core values through which we think, act and operate our business in order to successfully carry out our mission.

- Respect
- Integrity
- Excellence
- Community
- Customer Service
- Employee Satisfaction
- Fiscal Responsibility

We pride ourselves on our ability to meet our customer's needs in an ever-changing social service environment. Services provided are person-centered, outcome based, and a team approach is used in solving problems. We have built a reputation for serving people with the most challenging needs whether it is their disability or their socio-economic status that presents the difficulty for those individuals in obtaining and keeping employment. Our philosophy and belief is that everyone is employable. It is our job to support people in finding their niche in society and the workplace. SA provides the vital link between people with disabilities, community resources and employers.

SA advances the potential of the individuals we support by helping those individuals find meaningful work and connections within their community.

Work meets many of our needs. Work supports us in taking care of our families and ourselves. Work enhances our self-esteem. Work gives us opportunities for growth. Work supports building relationships. Work helps people contribute to their communities.

SA values an individual's choice, and self-determination. We want to support you to not just find a job, but the right job. To that end, we will spend time with you listening to what you want. We will work with you to develop a plan, which outlines your goals, as well as the steps that will support you in reaching those goals. We will help you figure out transportation, accessibility and make sure you are safe while we support you. We will also assist you in assessing your job-related skills, help you improve upon those skills and match your skills to real opportunities. Check out more about us at www.servalt.com/community-employment-services.

We are open to your feedback around our service, and how we can improve that service to meet your needs. At any point, you can contact your SA representative with any questions or concerns that you may have. You can expect a prompt response. We appreciate your input in every area of our programs. Bottom line, it's all about you!

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W: skills-kin.org
Facebook: www.facebook.com/SKILSKIN
Linkedin: www.linkedin.com/company/skills-kin



Skills'kin

Skills'kin's Employment Services team uses a collaborative person-centered approach to employment, an approach where individuals' holistic well-being is always the priority. Skills'kin works with individuals to determine their strengths, needs, and desired work settings. Then, using the individuals' needs as the basis of the job search, Skills'kin leverages a collaborative Employment Services team and community partnerships to find meaningful employment opportunities that last – because we find the right job the first time and provide job coaches to ensure success in the workplace.

For more than 45 years, we have provided superior service to help our individuals find work with purpose and develop lasting careers. Come be a part of our success.

Individuals We Serve:

Skills'kin serves individuals receiving either DDA or DVR services, including the following:

- recent high school graduates seeking employment
- individuals who are already obtaining services but are seeking new employment
- individuals who are unemployed and seeking services to gain employment

Our Mission:

To enrich the quality of life for adults with disabilities.

Employment Programs:

- Individual Employment • Bridge Program
- Group Supported Employment • Community Inclusion
- School To Work

What We Provide:

- Individualized employment support, job discovery, coaching, and job training
- A compassionate team that utilizes innovative avenues for career placement in integrated, community-based employment
- Professional résumé development and photography to highlight skills, talents and individual experience
- An innovative Ready for Hire campaign that spotlights and markets available clients to potential employers through multiple social media platforms
- A CARF-accredited service environment

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W: tfconsults.com



Tim Foster Consulting

MISSION STATEMENT:

Solve multiple community needs by matching businesses and individuals in mutually-beneficial, long-lasting employment arrangements.

Tim Foster Consulting aims to offer individuals with disabilities freedom of choice in selecting an employment provider. TFC utilizes a well-proven system considered best practice in the business community for assisting individuals in finding quality career opportunities. By focusing on our clients, individuals with disabilities and the businesses that are in need of labor, TFC staff is able to match qualified clients with businesses for long-term employment opportunities. This dual-client system enables clients to be an integral part of their work team and allows for businesses to support individuals with disabilities in the same manner they support all of their employees.

Tim Foster Consulting focuses on in-person interactions, relationship-building and career planning during the discovery process, job search and job retention. Doing so ensures growth amongst those we serve and also strengthens the TFC employee/employer network. Finding employment opportunities that magnify clients' strengths while minimizing perceived weaknesses allows for clients to find areas where they may have a competitive advantage over other applicants. Thereby providing clients with a position where they are truly valued by their employer, respected by their coworkers, and integrated members of our community.

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Spokane, WA 99205
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E: emoede@westcentralcc.org / rbeamis@westcentralcc.org
W: westcentralcc.org



West Central Community Center

West Central Community Center (WCCC) is a non-profit organization in Spokane that has been providing a variety of services to the community for 35 years. WCCC offers two programs that provide services to those with developmental disabilities.

Learning Skills Center:

Our Learning Skills Center (LSC), a privately-funded day program, teaches skills necessary for independence and building friendship in a safe and encouraging environment. Participants engage with one another while completing art projects, cooking classes, and going on outings in the community.

Community Inclusion:

This program is designed to offer recreational and social activities for participants who are sixty-two and older or those who have received 9 months of employment support and have decided not to continue to look for work. Our dedicated staff seek out volunteer opportunities as well as membership in groups or clubs that align with our clients' interests. At the center of all of this is the emphasis on creating new, meaningful, and lasting friendships between our clients and other community members. Our goal is to give our participants the opportunity to discover new experiences and develop a sense of belonging in a safe and caring environment. We provide one-on-one outings and offer transportation options if needed. We accept participants that are high needs and we welcome those challenges, just as we welcome everyone. At WCCC, there is a place for you here.

ITA Qualified Service Providers

Organization	Contact Person	Service
Able Opportunities		
PO Box 468, Hansville, WA 98340 206-406-9900	Jennifer White, CEO jennifer@ableopps.com	Skill Building, Video Resume, Job Accommodation Support
Arc of Spokane		
320 E. 2nd Ave, Spokane, WA 99202 509-789-8330	Luke Tolley ltolley@arc-spokane.org	Person Centered Planning
Cascadia Speech Therapy		
	Stephanie Tavenner, Owner stephanie.tavener@gmail.com	Speech Language
Communication Plus		
509-443-1605	Mike Sedler, Owner mike@communicationplus.net	Positive Behavior Intervention
Crossroads LLC		
1917 E. Sharp Ave Spokane, WA 99202 509-934-9292	Elizabeth Thorland, Director of Operations ethorland@crossroadscommunityservices.com	Person Centered Planning
ENSO		
508 West 6th Ave., Ste 400, Spokane 99204 509-329-6010	Matthew Powles matthew@enso.ws	Benefits Planning
Freedom Consulting		
12830 E Mirabeau Pkwy Unit B-2 Spokane Valley, WA 99216 (509) 241-3081	Jody Johnson jody@freedomconsultingllc.com	Business Plan
Rhonda Kelsch		
724 E. 9th Avenue, Spokane WA 99202 509-768-0344	Rhonda Kelsch, MS, BCBA	Behavioral Support Services
Monica Meyer Consulting, Inc.		
18201 NE Cedar Drive, Battle Ground, WA 98604 360-904-8938	Monica Meyer	Consultation on Autism Services

ITA Qualified Service Providers

Organization	Contact Person	Service
TNT Bookkeeping Solutions, LLC		
509-954-1701	Tina Lingo	Benefits Planning
WISE		
203 N. Washington, Suite 200 Spokane, WA 99201 509.994.5207	Brandi Monts & Katherine Titus Brandi@gowise.org & katherine@gowise.org	Skill identification and development Worksite modifications Transition into a community-based, individual job Decreasing the need for job coach supports Tools to increase independence and employability Enhanced employer connections Assistance to utilize social networks Learning preference development Assistive and information technology Accommodation and Universal Design consultation Development of personal resources/assets Troubleshooting with existing networks to produce desired employment Person Centered Planning, strategies for success leading to desired goals Research and connections to professional community resources

For more information, contact

Brian Nichols, Division Manager
Developmental Disabilities Division
Spokane County Community Services, Housing,
and Community Development Department

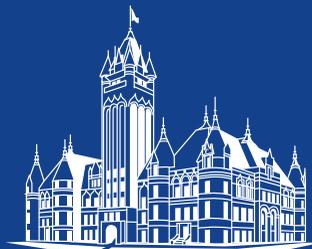
312 W. 8th, Spokane, WA 99204

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F: (509) 477-6827

This guide is now available on our county website at
www.spokanecounty.org/cshcd

Log on to the site, click on
Developmental Disabilities Division,
scroll down to the middle of the page
and click on View the Participant Guide.



Spokane County
WASHINGTON