

# INSIGHTS

**WiSe.**  
WASHINGTON INITIATIVE  
 for SUPPORTED EMPLOYMENT  
**Promoting Equitable  
 Employment for  
 People with  
 Developmental  
 Disabilities through  
 Innovation, Training  
 and Technical  
 Assistance**

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## APSE National Conference 2011 To Take Place in Seattle!



The **2011 APSE National Conference** will be hosted in Seattle in the summer of 2011! Announced at the 2010 Conference in Atlanta, Georgia, W.i.S.e. staff presented a 'Welcome to Seattle' video presentation from the Seattle Chamber of Commerce along with goodie bags containing information and products from WA State. Please stay tuned as the conference takes shape... [www.apse.org](http://www.apse.org)

## Bellingham Employer Testimonials...

Whatcom County Developmental Disabilities Program, Work Opportunities, and WiSe worked together in June to interview and video a few employers in the Bellingham area about the business value of hiring people with developmental disabilities. Please see the short videos below:

- Thulin Law Offices: <http://www.youtube.com/watch?v=8zqfXthkbYI&feature=channel>
- The Chrysalis Inn & Spa: [http://www.youtube.com/watch?v=1\\_W3Epqt4w0](http://www.youtube.com/watch?v=1_W3Epqt4w0)
- Anytime Fitness: <http://www.youtube.com/watch?v=OsR1tYaKkPE&feature=channel>



## HireAbility Day Spokane Video Released:

[http://www.youtube.com/watch?v=VFXT1df\\_B9w](http://www.youtube.com/watch?v=VFXT1df_B9w)



Community-Minded Television of Spokane produced this short video about the 2009 HireAbility Day Event in Spokane. For more information about this annual event, please visit: [www.hireabilityday.org](http://www.hireabilityday.org)

## DDD/DDC: New Caregiver Alert

- The [Red Flags of Change](#) focuses on helping caregivers identify if someone they care for may be having difficulty coping with life changes. This is the latest in a collaborative partnership between DDD and the Developmental Disabilities Council to provide information for individuals with developmental disabilities and their families and caregivers on relevant topics. To learn more, visit the [Informing Families, Building Trust website](#).



## ***The Basics of Social Security and Medical Benefits Online Training— sign up for the next sessions in the fall***



Not everyone providing services can become experts on work incentives. But everyone can help provide accurate information and the consistent message that: **WORK PAYS!**

This Tier I training will provide an overview and more on the following topics: Title 2 - Trial Work Period and beyond, PASS plans and IRWE's, 1619 (b) Medicaid protections, 1 for 2 earned income deductions, and Healthcare for Workers with Disabilities (HWD). **The July and August sessions are full, but get on our mailing list by [clicking here](#) to get announcements for the next sessions.**

Presenters: Susan Harrell & Cathy Sacco, Washington Initiative for Supported Employment. Cost of this training is **FREE!** Registration is limited to 30 seats

*These training sessions are being funded by the Centers for Medicare and Medicaid Services (CMS), Medicaid Infrastructure Grant Program CFDA 93.768*

## **What are President Obama's plans for the rural economy?**

The President's Council of Economic Advisers has released a 47-page report entitled "Strengthening The Rural Economy."



Rural areas are home to about 50 million Americans and are an essential part of the overall economy. This report surveys the current state of rural America and describes the Obama Administration's policies for strengthening the rural economy. Many of these policies are already being implemented through the American Recovery and Reinvestment Act of 2009. But further work remains to ensure the prosperity and vitality of rural America.

Our survey of the current state of rural America identifies both important strengths and significant challenges facing the rural economy.

- The rural economy is more economically diverse than it once was. Agriculture directly employs only a small fraction of rural workers, though ancillary businesses are included in other sectors. Manufacturing, services, government, and wholesale and retail trade are important additional sources of rural employment.
- The U.S. agricultural sector remains more productive than those of other high-income countries and is highly competitive in international markets.
- The labor force of rural America is aging and its educational attainment lags behind that of urban areas for the working-age population.
- Improvements in health status in rural areas have not kept pace with those in urban areas, and access to doctors and health services has been an important challenge in rural areas. Read the full report here: <http://www.dailyonder.com/rural-economy-%E2%80%94-presidents-view/2010/04/27/2714>



## In Memorium: George Camden, Yakima County Developmental Disabilities

“A huge loss to the DD Community”

George Edward Camden, 64, of Yakima died June 19, 2010 at home under hospice care after a long battle with liver cancer.

George was committed to his work and valued the many friends he made at Yakima County Community Services over the past 30 years. He wanted to bring compassion to the job and felt the real measure of his success was whether or not he had helped meet the clients' needs. While keeping this goal in mind, he was realistic and saw the need to be disciplined and work in a reasoned and measured way, always doing his best to do the right thing.

George is survived by his wife, Mary; son, Michael of Bellevue; daughter, Helen of Olympia; sisters, Jeanne Choiniere (Eugene) of Sunnyvale, Calif., and Esther of Beaverton, Ore.; brother, Todd of Yakima; and his many loving aunts, uncles, cousins, nieces, nephews, in-laws and dear friends. He was preceded in death by his parents; brother, Robert; and infant sister, Mary Elizabeth. In lieu of flowers, the family requests remembrances to Children's Village or the Montessori School of Yakima.

## Transportation to Work: A Toolkit for Businesses

Today, a confluence of events is prompting America's individuals and businesses to change the way they think about transportation. Fluctuating gasoline prices, increased environmental awareness and the economic downturn have all triggered an interest in alternatives to cars for daily transportation needs.



By implementing job-related transit benefits and services, businesses both large and small can play an important role in advancing support for alternative transportation options. What's more, they can realize bottom line benefits through cost savings and an improved public image—all while opening doors to employment for a wider segment of their communities. For people with specialized transit needs, such as individuals with disabilities, transportation can be the link that makes employment possible.

Now, an online resource offers businesses practical information on how to build transportation programs that are easy to implement and inexpensive to maintain. The [Transportation to Work Toolkit for the Business Community](#) provides information on topics ranging from vanpools and shared ride programs to tax incentives and green transportation strategies. It also includes profiles of several companies that have successfully implemented transportation programs that benefit their employees, their communities and the environment—and make good business sense.

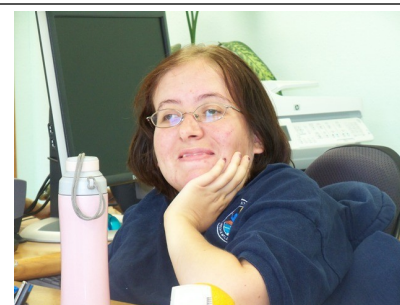
The Transportation to Work Toolkit for the Business Community was created with funding from the U.S. Department of Labor's [Office of Disability Employment Policy](#) through a cooperative agreement between the [Community Transportation Association of America](#) and the [Federal Transit Administration](#). For additional news and resources, [sign up for ODEP's email updates](#). Office of Disability Employment Policy, U.S. Department of Labor 1-866-ODEP-DOL 1-866-ODEP-DOL (633-7365) TTY: 1-877-889-5627 1-877-889-5627 [www.dol.gov/odep/](http://www.dol.gov/odep/)

## WA State Small Business Directory of Businesses Owned and Operated by People with Developmental Disabilities—Call for Submissions!



Members of the Advocating for Change Together (ACT) leadership training series of the Arc of King County are creating a Small Business Directory to give exposure to the many small businesses in WA State owned and operated by people with developmental disabilities. It will be called, “*Up Stream: A Washington State Directory of Extraordinary Businesses.*” If you own a business, are licensed and operating, or know of anyone who is, please open the Invitation Letter ([click here](#)) or forward it to those you know. Thanks!

## A Blossom in the Wenatchee Valley—Jenny at the Hatchery



Jenny works at the Leavenworth National Fish Hatchery for the summer – a job the hatchery is trying to make a year round position. She volunteered there last year, and they liked her so much they offered her a paid job, something “She’s been looking for forever,” says Kelly Bardwell of the Building Careers and Community (BCC) grant project in Chelan-Douglas County.

The fish hatchery was a volunteer site Jenny developed by herself last year. S.L. Start, a vendor agency in Wenatchee, and Corky Broaddus at the hatchery brainstormed on how to create this as a paid position this summer.

Jenny, from the beginning, worked independently with just verbal coaching and continues to do very well. She answers phones in the office, gives people maps and information, and directs them to fishing resources – it’s the perfect job for her. Her coworkers call her ‘Quickdraw’ because when the phone rings Jenny answers it before anyone else can. Corky, now her supervisor, says, “Jenny’s smile is contagious! She is eager to learn and work hard. She became an instant part of our Leavenworth Fish Hatchery family and we are grateful to have her as part of our team!” Broaddus also said that Jenny helped them see how the hatchery could become more accessible. They took a tour together and decided to install electric doors, which were not that expensive and made it accessible for Jenny and others. And it looks like Jenny will be starting another job at a doctor’s office soon.

About three years ago, Jenny wasn’t getting out of the house much. She volunteered at the YMCA, something she no longer has the time to do. She became part of the BCC program, a three year federal grant designed to provide intense person centered planning to people, help them build a team around them, find new ways to connect to the community, and continuously work on developing new relationships which could lead to jobs. It worked! Not only is she working, she’s now taking the shuttle on her own independently without help from her parents, is an avid karaoke singer, taken knitting classes, Spanish classes, and is going to be assisting a team member with teaching a computer class. She is very active in the Baha’i faith, and is teaching children about their faith using books and flashcard games she invented herself. She also recently went to a ‘Women in the Media’ event with a team member which she really enjoyed. Compared to her life a few years ago, her schedule is packed, she is surrounded by a number of new relationships, and is looking forward to someday moving out on her own.

“She’s just really blossomed,” says Bardwell. “It is a great thing to see.”

## Making Recruiting Sites Accessible for All



ODEP's Alliance Partner, **The Society for Human Resource Management (SHRM)**, has published a comprehensive article about making a key element of the recruiting process accessible to all. Be sure to read [Making Recruiting Sites Accessible for All](#).

From the SHRM Website: "The U.S. Department of Labor (DOL) is sending employers an important message: "Talent has no boundaries; workforce diversity includes workers with disabilities." As employers begin to hire once again, therefore, they had better make sure that applicants with disabilities can find and compete for jobs just like everyone else." Read more here: <http://www.shrm.org/hrdisciplines/Diversity/Articles/Pages/RecruitingSitesAccessible.aspx>

## EU-US Seminar on Employment of Persons with Disabilities



The November, 2009, Brussels Seminar, the third since the European Union hosted the November 2003 event, further developed mutually beneficial information able to inform policy development in the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), as well as the European Commission Unit for Integration of People with Disabilities (ECUIPD).

This enthusiastic and highly focused seminar took place against the background of the UN Convention on the Rights of Persons with Disabilities. Over the two days, participants heard a number of expert presentations from senior officers in government departments of the United States and EU with responsibilities for disability policies, and from senior representatives of business, the public sector, disability rights organizations, and academic and legal experts. The seminar also benefited from the participation of a very informed audience which included academic, business, advisory and government departmental organizations. The quality of participation facilitated a highly informed discussion on important aspects of the position of persons with disabilities in the United States and EU, the assessment of progress in tackling disabling barriers to employment, and meeting the terms of the UN Convention. Specific thematic discussions included:

- (1) Policy and legislation on employment of persons with disabilities;
- (2) Information communications technology and assistive technology in employment;
- (3) Transitions from education to employment;
- (4) Measuring employment of persons with disabilities.

Read the Agenda [[PDF](#)] [[MS word](#)]

Read the Report [[PDF](#)] [[MS word](#)]

## UW DO-IT's Access to Technology in the Workplace: In Our Own Words



In this video presentation, employees with a variety of disabilities describe how they use computers and promote the provision of accessible electronic and information technology in the workplace. It was developed by DO-IT in collaboration with the [Information Technology Technical Assistance and Training Center \(ITTATC\)](#). (Run Time: ~12:45 minutes). Choose a format and speed to access the streaming videos: [Real Player T1](#). [Real Player DSL](#). [Real Player Modem](#). [Windows Media Player T1](#). [Windows Media Player DSL](#). [Windows Media Player Modem](#). The publication that accompanies this video is entitled [Access to Technology: An Online Tutorial](#). A copy of this video presentation in DVD format may be purchased by printing out and submitting the [DO-IT Videos, Books, and Training Materials Order Form](#).

## Faces of Inclusion Video Event—July 20, 7-830 p.m. [Click here](#) for the flier... at the Arc of King County

*Faces of Inclusion* is the culmination of a partnership of individuals with disabilities, parents, self advocates, educators, administrators, therapists, community leaders and community members in the Kent School District. It began with an idea – to have a frank discussion of inclusion and what it means from all perspectives to get at the real issues that exist and evolved into a film and a community event that spotlighted inclusion and united the community and school district around a common goal. See the video trailer by [clicking here](#)



## (From the AtWork! newsletter): **The Dunn Lumber Company wins the Business Leadership Award**

from the Alliance of Eastside Agencies (AEA) for their outstanding dedication and vision in the human services arena. Mark Sjolund, Manager of the Bellevue Dunn Lumber store, and Darwin Lagos, a Dunn Lumber Employee and an AtWork! client, accepted the award on behalf of Dunn Lumber at the June 9th Awards Luncheon, held at the Bear Creek Country Club in Woodinville. Each year, the AEA holds a luncheon to celebrate outstanding contributions to human services in East King County. The awards honor agency staff and volunteers, organizations, businesses, and elected officials who exemplify and edify the spirit of service on the Eastside. The Dunn Lumber Company was nominated for the award by AtWork!.

The Dunn Lumber Company views its employees as if they are an extended part of its family. As Mike Dunn, President of Dunn Lumber, said, "We got into this [hiring persons with disabilities] with one or two individuals and just saw it grow. It matched our company and family values, and employing people with disabilities just became an extension of that commitment to community." Today, Dunn Lumber has a person with disabilities working in eight out of their twelve store locations and has an ambition to have at least one person with a disability in every store.

Congratulations to Dunn Lumber for this outstanding and well deserved recognition.

<http://www.atworkwa.org/>

## First Steps on His Path: Guy and the Family Business

Guy, a recent graduate of Ingraham High School in north Seattle, likes to paint. He's not very expressive verbally or emotionally, but put a brush in his hand and the colors flow! His life goal is to be in the community in a productive and meaningful way. He wants adventure, independence, and friends. Like all of us, he needs to be expressive, helpful, and accepted, and wants to exceed his limits in a safe and healthy way.



“When Guy was younger, we had a group of his peers over for a painting party,” explains his mother Mindie. “I was very surprised that he loved having people over and that he actually started painting. That was the breakthrough which started his painting career.”

Mindie has been a professional artist for over 16 years. She and Guy work together – she describes it as ‘a partnership, a dance almost.’ He helps stretch, staple, and gesso the canvases, and then together they paint. He does all the brushwork. The abstract originals are selling well. At a recent gallery show at C’est La Vie in Edmonds, a retail boutique gallery, they sold over \$850 worth of art.

Guy learns by observation and through his motor system, by experience. Given time to assimilate with more than one exposure Guy will join in. Guy does best with regularity. Having things in their expected place is important to him. Guy likes to be busy. He is interested in pleasing people, but only if he understands what’s expected of him and feels competent. Guy wants to do well and be part of a system.

“He likes to get projects done from start to finish,” adds Mindie. “He is very motivated by completion of tasks, including his paintings. Our hope for the future is to design the business to support his independence, productivity, and ability to contribute to the community.”

Guy also loves dances, to swing, to enjoy music and the audio, visual technologies. He is most happy being productive. He is looking for a typical job in the community, assisted by DVR and AtWork!, while continuing his art.

## Ari Ne'eman Confirmed to the National Council on Disability

On Tuesday, June 22nd the Senate confirmed Ari Ne'eman to the National Council on Disability. Ne'eman is the first person with autism to serve on the Council. The National Council on Disability is an independent federal agency that provides guidance to the President, Congress and Executive branch agencies regarding policy, programs and initiatives to promote equal opportunity for individuals with disabilities. To learn more about the Council, [click here!](#)



To read about the Autistic Self Advocacy Network he founded, [click here.](#)

# Over the Rainbow, From Emerald City

By Susan Tamfu

This month one of Seattle's brightest in the disability field leaves to add her sparkle to the Rainbow Nation and its fight to empower people with disabilities. Tammy Merrill began her career in the disability field fresh out of high school when she applied for a position with a residential agency in 1994. Four years later, however, her focus shifted from residential to employment concerns when she transferred to the Highline Community College (HCC) Employment Program – a program that has served students with a wide range of disabilities through job training, job placement, and support services since the 1970s. It was under the encouragement of the program's Executive Director, Judy Perry, that Tammy returned to school receiving her BA in Social Sciences from the University of Washington (UW).

A new chapter of Tammy's life began when in 2003 HCC caught the attention of the USAID and work at the Employment Program turned global. As part of its mission to extend "a helping hand to those people overseas struggling to make a better life," USAID often assists collaboration between institutions of higher education in the US and developing countries in the form of grants for projects that address critical development needs overseas. In HCC's case, the project grant involved collaborating with South Africa's False Bay College (FBC) in developing a supported employment model that effectively integrated people with disabilities into the country's workforce through skills training and job placement. The international collaboration provided Tammy the opportunity to travel to South Africa three times with the intent of providing job placement training for FBC instructors.

In the process, Tammy was drawn to the excitement of drawing up new structures, policies, and strategies of inclusion in a country where exclusion was the very cornerstone of the former apartheid regime – the system of legal segregation between white and black South Africans demolished in 1994. Much like the African American movement for civil rights inspired the advocacy of other disenfranchised groups in the US, today's South African government policies pay homage to Mandela's exhortation that freedom "...is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others." In light of this, recent policy documents like the Integrated National Disability Strategy of 1997 and the 2001 Census have noted that the majority of persons with disabilities in South Africa are afflicted by poverty, social isolation, unequal access to education, and high levels of unemployment.

Tammy's hands-on experience in South Africa led her to continue her studies and this month she returns to Africa's southern tip to complete her MA in Development Studies at the Nelson Mandela Metropolitan University. Having completed her main coursework, Tammy will be engaged in fieldwork to determine just how effective the "learnership" education model HCC partnered in implementing actually was. She hopes specifically to find whether the model is sustainable and facilitates living wage employment. Having already heard several success stories from the program, she is also interested to see how progress for people with disabilities in South Africa compares to that of other disadvantaged demographics being targeted, such as women, children, and black South Africans.

But as she prepares for the next several months abroad, Tammy hopes to stay connected with the process and outcome of systems change in Washington State. While her words remind us that "...there are so many fantastic, visionary people to learn from around the world," her actions remind us that, as Nelson Mandela's rightly said, "A good head and a good heart are always a formidable combination."

