



King County
 Department of Community & Human Services
Developmental Disabilities Division
Business Leadership Advisory Committee
 401 Fifth Avenue, Suite 520
 Seattle, WA 98104
<http://www.kingcounty.gov/ddd/>

King County Developmental Disabilities Division Business Leadership Advisory Committee

M I N U T E S

Day/Date: Tuesday, May 26, 2009
Time: 8:30 – 11:00 a.m.
Location: Seattle Public Schools
 John Stanford Center for Educational Excellence
 Room 2750
 2445 Third Avenue South
 Seattle, WA 98134

Committee Members Present:

Erin Leff	Group Health Cooperative
Brenda Frost	Oberto Sausage Company
Matt Storey	Direct Interactions
Bree More	Bill & Melinda Gates Foundation
Candice Styer	KCDDD Board, Seattle Schools
Arlene Hiuga	R.E.I.
John Lee Brandt	Bill & Melinda Gates Foundation
Vicki Denning	K & L Gates
Bryant Sheppard	The Boeing Company
Jim Cunningham	Drugstore.com

Guests Present:

Porsche Everson	Relevant Solutions, Facilitator
Sean George	Seattle Public Schools, Student
Kathy Ackerman	Seattle Public Schools, Host
Steve Lloyd	Kent School District
Carolyn Abbott	Kent School District
Lyn Andrews	O'Neill & Associates

King County Staff Present:

Cheryl Green	Developmental Disabilities Division
Maria Ilao	Developmental Disabilities Division



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Introductions

The first twenty minutes was scheduled for the members to connect again and network with each other. Porsche Everson, the committee's facilitator, opened the meeting and thanked Seattle Public Schools for hosting the meeting and Candice Styer and Kathy Ackerman for making all the arrangements. Cheryl Green introduced Bryant Sheppard from The Boeing Company, a new member of the committee, and attending for the first time. Porsche asked the rest of the group to introduce themselves.

Understanding the Basics of Transition

Cheryl Green presented information about transition services in King County. State funding is not available until after a student turns twenty-one but King County has chosen to invest property tax dollars or millage to fund a transition program that supports adult service providers to work with students in their last year of school. The Division of Vocational Rehabilitation is also a funding partner. The goal is a paid job by the time the student exits or graduates. By December 2008, 78% of the students in the program had found jobs. There are 13 Districts participating and the program is growing although all students exiting school are not involved.

- Handout – Cheryl explains stats....

How It Works

North Seattle Community College Transition Academy, Seattle Public Schools

Candice Styer presented information about the Transition Academy Program, located at North Seattle Community College. The Academy program primarily focuses on job experiences, job development and job training. It started two years ago and works with the students when they reach the age of 18. Most of these students have had no prior work experiences or work expectations. The Academy offers them job experiences, work skills, including training on work culture, and provides placement, training, and follow-along until the students exit the program at 21. Provail, a supported employment agency, has a staff person embedded within the program whose responsibility is to place those students exiting into jobs, so far 10 students were placed in 2009. The school program has the time to identify and develop co-worker supports within the business. The school also connects the students with DDD and DVR, the adult funding and support system.

Candice spoke about the importance of including individuals with developmental disabilities (DD) in the workplace. Work experience is great for training and gaining experience. Paid employment is also very important; it's good to be productive and make money at the same time. Each potential employee needs to be trained to use Metro transportation; their work location will be at a college campus.



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Candice introduced Sean George, a high school student with a developmental disability, who did a live resume using an audio program and PowerPoint to showcase his work skills, volunteer work, and work related skills. Although Sean does not have work experience, he mentioned that he will learn how to be a good employee and feels like he would be a good addition to the workplace.

Steve Lloyd and Carolyn Abbott, Kent School District, spoke about their program, The Outreach Program (TOP). The Outreach Program has been in existence for seven years, providing transition skills for students with disabilities in the Kent School District. Their specialty is job experience and they collaborate with local businesses to develop 120-hour internships for students. They want to show companies that their students will be productive and will be good workers. They are looking for more businesses to collaborate with so their students will have experiences in multiple sites and many skill sets. Currently, they have 44 students and estimate they will have 57 students next year.

Once a month they have a potluck, or parent training, to talk to families about what's going on. The turn-out is usually about 15-20 families which is a great turn-out. This potluck allows teaching and networking to occur between families.

Steve Lloyd presented their website, The Outreach Program, using a laptop and projector. They try to make connections wherever they can in order to give their students more opportunity. They set high standards and expectations of what they want for their students. Teaching their students to accept feedback is key; it's just information to try your best the next time. Someone mentioned that sometimes getting fired is a learning experience.

Steve and Carolyn have been working with IKEA for seven years, and they send two to three students every year. In addition, Kent Rotary invited five of their students to do mock interviews. It was a great experience; their students were well-prepared, and one student got a job from that experience!

A question was raised about work study and if there was something similar with respect to hiring individuals with DD. Yes, there is a tax credit for individuals on SSI. Contact Cheryl Green at 206-263-9051 or by email at cheryl.green@kingcounty.gov for more information.

Bryant Sheppard, Boeing, suggested that the program ask for paid jobs rather than internships. This led to a discussion on job carving; identifying a task that a current employee doesn't have time to do and carving out a job for a person with a developmental disability.



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Small group discussion: How Does Your Business Currently Connect with Young Adults?

- Share your first job experience, i.e., mentoring, supervision, etc
- What does your company currently do when you bring in new employees?

Most of the companies had an extensive orientation period to learn the culture; a buddy system/mentor; on-the-job training; job descriptions, and other formal and informal supports.

Next Meeting / Work Plan

The next meeting is on Tuesday, July 28, 2009, at PROVAIL. Please contact Cheryl Green at 206-263-9051 or cheryl.green@kingcounty.gov if you would like to host our next meeting.

Porsche mentioned our homework assignment from our last meeting, which was to contact a supported employment provider and sign up for a job site analysis to find out possible job opportunities within your company. This is also referred to as job carving. There are currently five companies that are willing to do this. Please contact Cheryl Green at 206-263-9051 or by email at cheryl.green@kingcounty.gov to see how your company can increase productivity by hiring individuals with DD.

Adjourn

The meeting adjourned at 11:12 a.m.



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