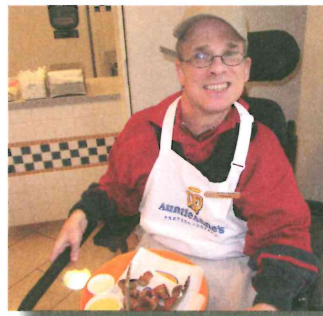
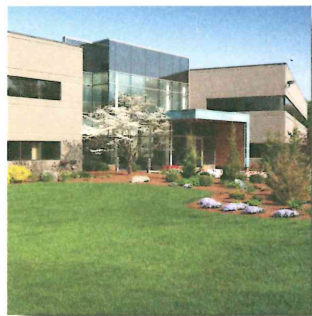
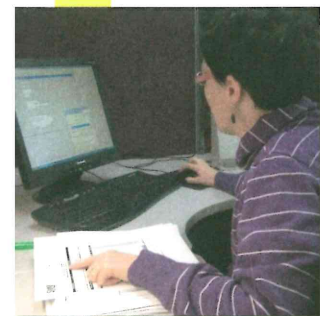


At Work!

Changing
the face of
employment





1935 152nd PI NE
Bellevue, WA 98007
425-274-4000
www.atworkwa.org
info@atworkwa.org



Transition Services

Graduating from high school is an important and complicated rite of passage. For students with disabilities, it can be particularly challenging. That's why AtWork! participates in the transition services programs in both King and Snohomish counties.

Transition services help students with disabilities transition from school to adult life with a job in the community. By combining a student's desire to work, a strong support team and AtWork!'s team of Employment Consultants, we can make it happen.

AtWork!'s transition services team supports all students in creating a vision of community-based employment.

Services to Students

- An Employment Consultant who will work with the student, and collaborate with parents and the adult service system
- Skills assessment
- Job matching and placement
- Job training
- Benefits planning
- Resource coordination for students and families

Districts We Work With

- All Snohomish County Districts
- Bellevue
- Services are also available to students in other districts throughout the region.

Employers We Work With

More than 120 local employers, including:

Albertsons	Discovery Institute	Panera Bread	True Value Hardware
All the Best Pet Care	Drugstore.com	Papaya	University Bookstore
Auntie Anne's Pretzels	Dunn Lumber	Petco	Valley Medical Center
Barnes and Noble	Fred Meyer	Rainforest Café	Vinnie & Son's Plumbing
Camp Korey	Genie Industries	Rite Aid	Walgreens
Chuck E. Cheese	Home Depot	Safeway	Washington Square
Coinstar, Inc.	InterConnection	Salvation Army	WAVE Aquatics
Copy Tech, Inc.	Issaquah Brew	SanMar	Woodinville Auto Body
Costco Wholesale	House	Seattle Public Library	Zeek's Pizza
Crossroads Theater	Jump Planet	Skinny D	
Dean Company	Kozy Kennel	Snoqualmie Casino	
Direct Interactions	McDonalds	SODA	



For more information, call:

425-274-4000 or email

for an intake at

wallyt@atworkwa.org

Visit us on the web at

www.atworkwa.org

Employment Services

Why Do It?

- The services we provide to you are FREE
- Many businesses are able to realize a tax savings through the Work Opportunity Tax Credit when employing a person with disabilities.
- People with disabilities and their networks represent \$1 trillion dollars in discretionary spending
- 87% of the public would prefer to give their business to companies that hire people with disabilities (2007 McKinsey Survey on Consumer Attitudes)
- Employees with disabilities have a retention rate of 93.6% (US Department of Labor 2001)
- Companies report - workers with disabilities are dedicated, reliable, and add value to company culture
- Mirror the market to attract a wider customer base— increase your market share— increase your profitability

What Do Our Employers Say?

"The investment is relatively low, but the return is extremely high."

-Mark Sjolund, Manager, Dunn Lumber

"I can't say enough how much this has boost company morale. It's just skyrocketed. I mean, people just come together for [placed employee]."

-Brooke Newman, HR, Drugstore.com

"If a company wants to take on someone like [placed employee], or anybody with a disability, I would ask them, just take a risk. You WON'T regret it!"

-Scott Nicholson, Facilities Manager, Coinstar, Inc.

"I wish all my employees were like him."

-See Song, Team Lead, Genie Industries

Who Do We Work With?

More than 120 local employers, including:

Albertsons	Crossroads Theater	InterConnection	Rite Aid	University Bookstore
All the Best Pet Care	Dean Company	Issaquah Brew House	Safeway	Valley Medical Center
Auntie Anne's Pretzels	Direct Interactions	Jump Planet	Salvation Army	Vinnie & Son's Plumbing
Barnes and Noble	Discovery Institute	Kozy Kennel	SanMar	Walgreens
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Costco Wholesale	Home Depot	Rainforest Café	True Value Hardware	



Changing the Face of Employment

AtWork! believes in the transformative power of employment. We provide a highly supportive and innovative conduit between people with disabilities and mainstream employers in the community.

AtWork! approaches its mission of helping people with disabilities be productive, integrated and contributing members of their communities from a unique 360-degree perspective. By focusing as much on the employer's needs as on its' clients needs, AtWork! can – and does – strategize, design and create jobs that are valuable, meaningful and deliver a measurable benefit to everyone involved.

Our services are designed to support individuals with disabilities and enable them to succeed. When placing clients in new positions, AtWork! provides customized on-site training and continuing on-site support to ensure that the partnership between client and employer is successful.

In addition, we operate social enterprises that provide our clients with a variety of employment experiences while providing AtWork! with an income source that allows us to fulfill our mission.

Services

- Employment Services
- Community Inclusion
- School to Work
- Commercial Landscape Maintenance
- Commercial Packaging and Assembly

Certifications and Affiliations

- CARF Accredited
- King County DDD
- Snohomish County DD
- State of WA DVR
- Bellevue Chamber
- Issaquah Chamber
- United Way of King County
- Puget Sound CONNECT
- Community Employment Alliance (Founding Member)



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Changing the Face of Employment

Employment Services

Our Employment Services support the range of needs of individuals with disabilities to succeed in community employment. We work with employers to design jobs that are an individual match between the skills and abilities of an AtWork! client and a community employer in need of those skills. Many of our customized jobs are positions that did not exist until an AtWork! Employment Consultant worked with the employer to find tasks that their existing employees were already doing, or were not being done at all, that could be more efficiently done by an individual with a disability. We also provide support for individuals with disabilities to find and acquire regular jobs in a community business, and provide ongoing support to them on an as-needed basis. Our employers include Coinstar, Drugstore.com, Direct Interactions, Panera Bread, QFC, Walgreens, Dunn Lumber, Zeeks Pizza, Costco and more.

Community Inclusion Services

Community Inclusion Services support individuals with disabilities who are either of retirement age or not employed to be active in their community. Community Access Specialists support clients in volunteering, joining community groups, recreational opportunities, and other community involvement activities.

Transition Services

Transition Services are designed to help students with disabilities and their families determine future career paths in collaboration with teachers and advocates. Students explore their interests, talents and support needs followed by tours, volunteering and job shadowing. The goal is a job in the community by graduation day.

Commercial Services

AtWork! operates commercial services that provide a wide variety of job training and internship opportunities for the people we serve, as well as providing a source of income that supports our mission. These include a commercial landscaping business and a packaging and assembly shop that provides mailing services and hand packaging.



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Talent and Workforce Solutions

AtWork! is a highly supportive and innovative conduit between workers with disabilities and mainstream employers. We create mutually beneficial work relationships by designing customized jobs and providing ongoing support.

Services We Offer

- Workplace Analysis
- Job Customization
- Job Candidate screening to match your unique needs
- On-the-job training from qualified Employment Consultants
- Productivity Enhancement through Precision Teaching and Universal Design
- ADA training and compliance assistance
- Human Resources support
- Supervisor/co-worker training

How It Works

- Skilled employment consultants meet with you to discover your workforce challenges. The discovery process is customized to your business needs. We can work directly with your hiring managers or Human Resources staff. We look for ways you can improve your bottom-line by employing a more diverse workforce.
- We look at existing job descriptions and categories. Systematic or complex tasks and high turnover and repetitive jobs are often perfect for our job candidates. We explore ways to create customized jobs. We look for tasks that don't seem to get done on time or often enough, new tasks that will enhance productivity and the workplace, and tasks that are being done by highly skilled employees that if done by an AtWork! candidate would free up more expensive labor hours for more technical work.
- All candidates are prescreened for talents that match your needs. Work trials allow employers and potential employees to "test" the match before hire.
- AtWork! Employment Consultants learn the job, teach and train the employee AND train and support supervisors and co-workers. We help the employee fit into your workplace culture and we support your workplace to accommodate diversity.
- While our on-the-job coaching typically decreases over time, we remain your partner in supported employment. We are "on-call" to problem solve and provide additional training and support.

Employment Services

Why Do It?

- The services we provide are matched to the employee's needs at **no cost to your business**.
- 87% of the public would **prefer to give their business** to companies that hire people with disabilities (2007 McKinsey Survey on Consumer Attitudes)
- Employees with disabilities have a **retention rate of 93.6%** (US Department of Labor 2001)
- Many businesses are able to realize a **tax savings** through the Work Opportunity Tax Credit when employing a person with disabilities.
- People with disabilities and their networks represent **\$1 trillion** in discretionary spending
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