

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

Employment and Community Inclusion

Participant Guide

Spokane County Community Services
Department



Spokane County Community Services Department

Community Services Department (CSD)



Community Services Department (CSD)

Developmental Disabilities Division

Mission Statement

To support all individuals with developmental disabilities to achieve and maintain meaningful and fulfilling lives within their communities.

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.



Brian Nichols
Division Manager
bnichols@spokanecounty.org
(509) 221-8416



Racheal Beamis
Adult Services Program Specialist
rbeamis@spokanecounty.org
(509) 992-6032



Child and Family Specialist
bnichols@spokanecounty.org
(509) 221-8416

Leah Kaplan
Transition Specialist
lkaplan@spokanecounty.org
(509) 209-6629

Developmental Disabilities Division

Spokane County Community Services Department



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An Introduction to Employment and Community Inclusion 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; Job Foundation, 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.

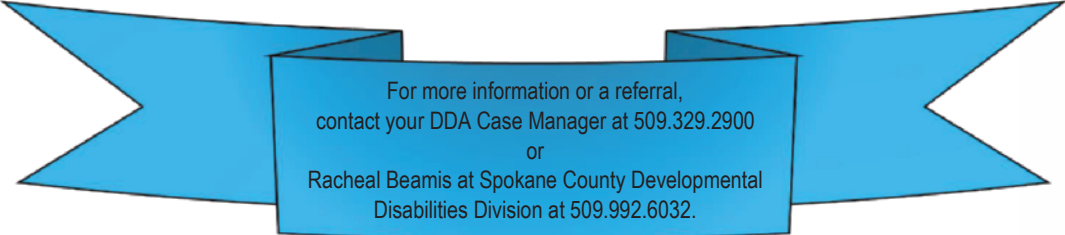
Community Inclusion

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 consecutive months or longer and request Community Inclusion. Services promote individualized skill development, independent living, and community integration for people to learn how to engage in their local community actively and independently. Activities will provide opportunities to develop relationships and to learn, practice, and apply life skills resulting in greater independence and community inclusion. Community Inclusion services may be authorized in addition to employment support (Individual Employment, Group Supported Employment).

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 services. Students in their second to last year of public-school eligibility may choose to access Job Foundation services. Students in their last year of public-school eligibility may choose to access School To Work services. Bridge Project services are for those over 21 years of age seeking employment service and not on a Medicare waiver.

A network of qualified service provider agencies is 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 more information or a referral,
contact your DDA Case Manager at 509.329.2900
or
Racheal Beamis at Spokane County Developmental
Disabilities Division at 509.992.6032.

Job Foundations (Ages 19-20)

What is Job Foundation?

Job Foundation is a unique program that is a partnership between Spokane County, schools, Developmental Disabilities Administration (DDA), Division of Vocational Rehabilitation (DVR), and supported employment providers (job coaches).

What is the Purpose of the Program?

The purpose of the program is to engage students in their second to last year of high school transition services in targeted employment planning and connection to the adult service system. Supported employment providers use their expertise to gather important foundational information about skills and supports needed for a job. They will work in partnership with school staff to leverage vocational, academic, and life skill preparation being done in the schools to better understand the student's goals and potential skill gaps. The intent is that with completion of the Job Foundation program in the student's second to last year in the public school system, a student and their team will have an actionable next step for employment. The student and their team will be more prepared to achieve long-term, paid employment by the time the student exits their final year in public education.

Who is eligible for Job Foundation?

- Students actively enrolled in their second to last year of high school transition services (typically ages 19 to 20).
- 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 pursuing integrated community employment and staying enrolled in their high school transition program through their final year.

The sequence of events for participating in Job Foundation

Complete a Job Foundation application and consent forms and submit them to Spokane County Developmental Disabilities (DD) Division.

1. Get an acceptance letter from Spokane County DD.
2. Follow the instructions in your acceptance letter if you are accepted.
3. Work with an employment provider to complete a Job Foundation report that reflects assessment in the areas of Communication Skills, Interactive Social Skills, Self-Advocacy Skills, Task Management Skill, Work Interest Exploration, Critical Documents and Enrollments.

For more information about Job Foundation, contact Leah Kaplan at 509-209-6629 or email at lkaplan@spokanecounty.org

School To Work Employment Services (Ages 20-21)

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?

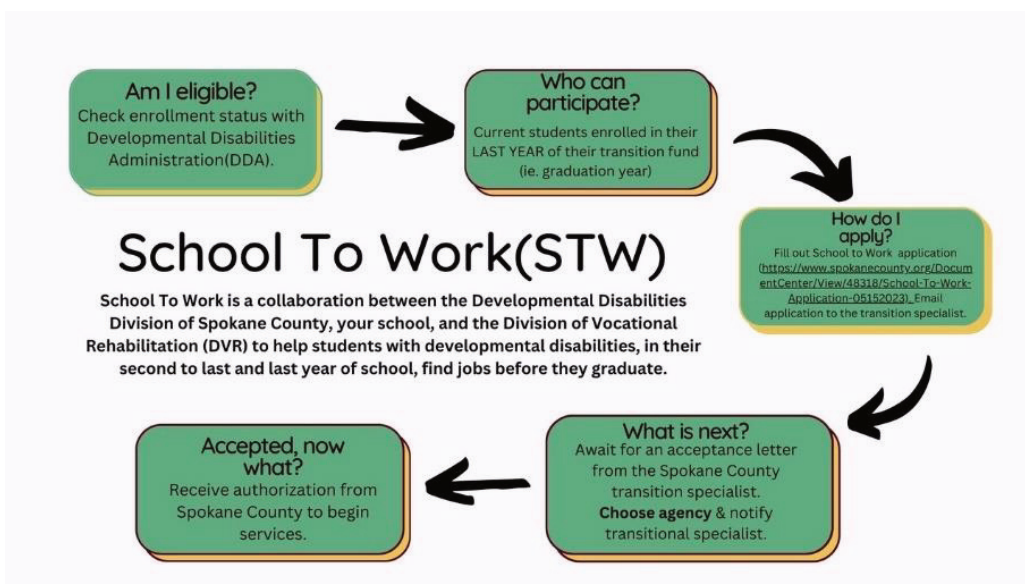
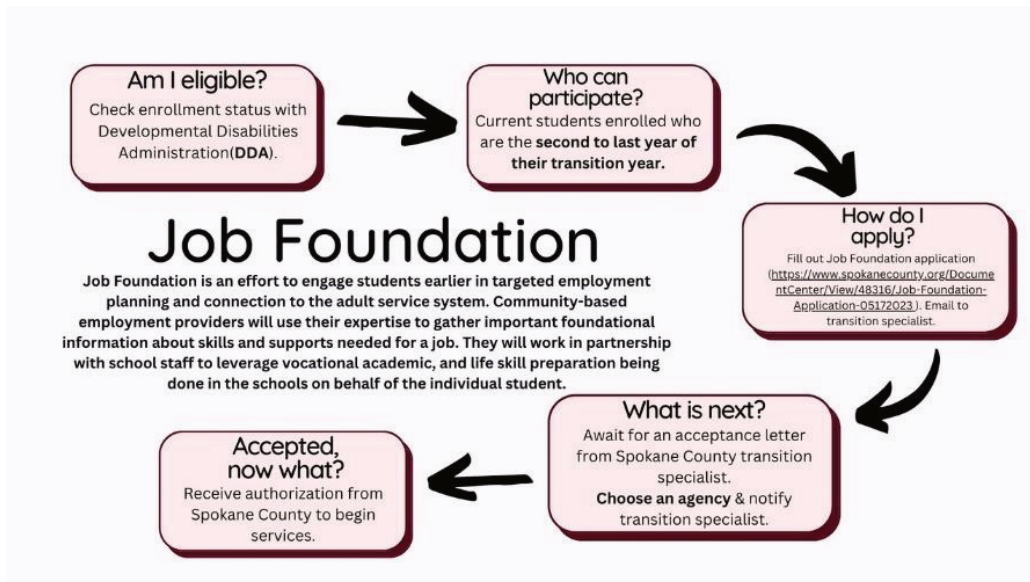
- Students must be of transition age (20 to 21) and still in school.
- Students must be eligible for Developmental Disabilities Administration (DDA) services.
- Students must be willing to apply for, and follow through on, DVR services if they qualify.
- Students must be committed to integrated community 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.
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.

For more information about School To Work, contact Leah Kaplan at 509-209-6629 or email at lkaplan@spokanecounty.org



Transitions 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 support.

If you are between the ages of 16 and 21 and want to learn more about transitioning from high school, please contact Leah Kaplan, Spokane County Transition Specialist at (509) 209-6629 or email at lkaplan@spokanecounty.org

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. 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.

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 Brian Nichols at (509) 221-8416 or email at bnichols@spokanecounty.org

Agency Services Matrix

Agency	IE	GSE	CI	ITA	JF	STW	Bridge
Ability	X			X	X	X	X
The Arc of Spokane	X	X	X	X	X	X	X
Artisans	X	X	X		X	X	X
AtWork!	X		X		X	X	X
Compass	X		X		X	X	X
ENSO	X		X	X	X	X	X
Goodwill	X				X	X	X
Project id			X				
Northwest Center	X				X	X	X
Skills'kin	X	X			X	X	X
Tim Foster Consulting	X				X	X	X
True North	X		X	X	X	X	X
West Central Community Center			X				

A Few Questions You Might Want to Ask Agencies

1. I am interested in (insert type of job). How will you help me find that job?
2. I am not sure what kind of job I want. How can you help me?
3. If I pick your agency, how will you help me find a job? What will each of us do to find me a job?
4. How long does it usually take for someone to find a job?
5. What kinds of connections do you have with companies in Spokane where I might get a job?
6. How would you help me with long-term follow-up after I get a job?
7. How would you help me if I have special needs such as medications, personal care, behavior challenges, or safety issues?
8. How would you help me if I needed assistance with transportation?
9. What is special about your agency? What does your agency do best?
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?

Ability Employment Services



1212 N Washington
One Rock, Ste. 124
Spokane, WA 99201
T: (509) 443-3359
E: Ceylar@abilityemployment.net
W: abilityemployment.net

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

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. We understand your first job may not be your career job and we can assist in career progression as well.

Our practitioners are very experienced and highly skilled at facilitating and navigating this unfamiliar experience.

Services Include:

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

Aspects of Services:

- Job Preparation (resume development, interview prep)
- Job Development (seeking out prospective employers that align with client goals, completing applications)
- Job Coaching (on-site training and skill building)
- Follow along (continual career services and advocating of client's 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)
- We also work with Foundation Community Supports (Medicaid) and offer Private Pay options.



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 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 originally organized 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 effective ways we achieve our mission and vision every day.

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 | Job Foundation

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

We use illustrations to facilitate person-centered plans for our clients, by request, to empower them and help them reach 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.

Assistive Technology Center

We can provide consultations and support to find and use assistive technology (A) for our clients to be successful in life and work. We have an extensive lending library of technology to share and our staff has extensive personal experience using AT everyday informing every consultation.

Guided by our core values of Inclusion, Advocacy, Person-Centered, Dignity, and Quality of Life, The Arc of Spokane provides many additional services and supports including:

- Individual Advocacy
- Overnight Planned Respite
- Representative Payee
- Parents and families
- Supported Living
- Young adults transitioning out of high school

Northside:
220 W. Francis Ave., Ste. B Spokane, WA
99205
T: (509) 325-4489
F: (509) 325-5034

Downtown:
200 E. 2nd Ave., Ste. A Spokane, WA
99202
E: admin@theartisans.org
W: theartisans.org

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 Spokane-based, CARF accredited agency that strives to provide each of our clients with the services necessary to ensure employment goals can be accomplished and provide stable and supportive work environments. Each person 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 and established many strong employer and community relationships through each of its programs.

Spokane County/DDA Services:

- Individual Employment (IE)
- Group Supported Employment (GSE)
- Community Inclusion (CI)
- Job Foundation
- School To Work (STW)



Other Services:

- Division of Vocational Rehabilitation (DVR) Services
- Foundational Community Supports (FCS)
- Benefits Planning



1010 N Normand Street, Ste. 206
Spokane, WA 99001
T: (509) 960-2111
W: atworkwa.org

AtWork! is a nonprofit organization, supporting people with intellectual and developmental disabilities (I/DD) to get good jobs, increase community connection, and successfully transition to life after high school.

Our goal is to break down barriers in our society, promote equitable public policy, and prove by our success that citizens with disabilities do deserve equal rights, equal pay, equal access, and true equal opportunity. Simply put, people with disabilities are an integral part of our society, our businesses, and our lives.

Our Mission

Our mission is to empower people with disabilities to be productive, integrated, and contributing members of their communities.

Our Services

Transition & School To Work

We work closely with our community school districts, students, and families to support students with disabilities and their career goals. Our services support the students and their families as they transition from school-based services to personalized plans, skills assessments, job matching, and job placement.

Employment

AtWork! supports people with intellectual and developmental disabilities to get good jobs that match their talents and interests. We do this by working with businesses to build inclusivity into their workforce, then provide all the coaching needed (at no cost to the business) for new employees and the company. Our services are individualized, personalized, and tune into the person's key strengths. Businesses can benefit from positive publicity for their inclusive impact on the local community.

Community Inclusion

Everyone needs community. Finding people with similar interests, giving back to others, and realizing your potential for growth is important to living life to the fullest at any age.

AtWork! meets with participants to build service plans and discover their passions.

Participants choose their activities according to what they like to do, and we provide the empowerment to make it happen.

Together, we're changing the face of employment for people with disabilities. If you would like to learn more about our services or what we do in the community, please contact us. We would be honored to work with you in your community.

Serving the greater Washington State area in King, Snohomish, and Spokane counties. Connect with us, and let's get started today.



5709 W. Sunset Hwy., Ste. 100

Spokane, WA 99224

Contact: [Shawna Parry/Jessica Godoy](#)

T: 509-609-9993/509-508-9926

E:

sparry@careersbycompass.com/igo

doy@careersbycompass.com

www.careersbycompass.com

Compass Career Solutions provides meaningful services through Individualized Employment, Community Inclusion, and Supported Housing Case Management. 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. We want you to know the Value of You!

Compass does this in the following ways:

- Individual Employment: We will work to secure competitive employment. We will honor preferences, choices, and abilities of everyone.
- Community Inclusion: The facilitation of friendships through the support in building meaningful relationships, independence, and natural support within the community.
- Foundational Community Support: Providing Housing and Employment Case Management services assisting people with a range of support needs. Individuals who have been placed on the DVR wait-list often qualify for FCS.
- Division of Vocational Rehabilitation: Specializing in all service contracts such as; Job Placement, Job Retention, Independent Living, and Intensive Training Services.
- 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.

Please visit our website and Compass Facebook Page to learn more about our services, how to connect with us and read our weekly Success [Stories. www.careersbycompass.com/cheerstoorworkers](http://www.careersbycompass.com/cheerstoorworkers)

Compass is thankful and value our partnership with the Developmental Disabilities Administration (DDA), Division of Vocational Rehabilitation (DVR), the Health Care Authority (HCA), and Spokane County.



1819 E. Springfield Ave., Ste G
 Spokane, WA 99202
 T: (509) 329-6010

F: (509) 326-8188
 W: enso.ws



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 goal.

Community Inclusion planning and support

ENSO is a Spokane County qualified provider of Individual Employment (IE) services, School To Work, Bridge Project, and Community Inclusion (CI) 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.

Spokane, WA 99202

T: (509) 838-4246

F: (509) 444-4371

W: DiscoverGoodwill.org

Helping people build independent since 1939

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.

Goodwill offers free digital skills training including Basic Computer Use, Microsoft Word, Microsoft Excel, Internet Use, Online Job Applications, Basics of Email and Windows 10.

The Career and Resource Center provides free access to a computer and internet for job search activities and is open every weekday with onsite staff support.

Northwest Center

10102 East Knox Avenue, Suite 250
Spokane Valley, WA 99206
T: (509) 928-1588
F:(509) 404-8431



Since 1965, Northwest Center has provided quality services that makes a difference in the lives of those we serve. We are a leader in advancing equal opportunities for children and adults with disabilities.

We offer Individualized Employment services (IE) to People of all abilities in the Spokane County and beyond!

Our Mission:

"To promote the growth, development and independence of people with disabilities through programs of therapy, education, and work opportunity."

At Northwest Center, we aim to meet you wherever you are at in your employment journey! We have a GROWTH MINDSET, we UNLOCK POTENTIAL, and we CELEBRATE SUCCESS!

Please review the list of service categories below to identify where you may be at:

- School To Work / Transition Services – Providing job readiness, job placement, job coaching and skill development services in an individual's final years of school.
- Job Readiness/Job Preparation – Training, learning and building professional and social skills to prepare for employment.
- Job Development – Investigating, networking, building business relationships, and locating competitive employment opportunities that align with individual goals.
- Job Coaching and Retention – Services that support an individual on the job to build independence and grow in their career.

Northwest Center accepts referrals from the Developmental Disability Administration (DDA) and is a Bridge Project Employment Service provider through Spokane County, the Division of Vocational Rehabilitation (DVR), the Department of Service for the Blind (DSB), Foundational Community Supports (FCS).

Northwest Center is a Ticket-to-Work provider (TTW) and provider of Benefits Planning and Person-Centered Planning services through Individual Technical Assistance (ITA).

Northwest Center is CARF accredited.

Project id

3223 N Marguerite RD
Millwood, WA 99212

www.projectidspokane.org
www.facebook.com/projectid1
Bob Hutchinson/Brett Faison/[Leona Eubanks](#)

Cell: 509-879-3372/509-413-3942/[509-216-5803](tel:509-216-5803)

Bob@projectidspokane.org /
Brettf@projectidspokane.org/leona@projectidspokane.org



Developing relationships is a process, not an event. We must devote time to get to know someone, discover trust, know what to expect and what we can give. Overtime, good will and friendship emerge hopefully lasting bonds in a busy world. The basic recipe is the same for all of us, but particularly stressful for those with intellectual and developmental disabilities. Together we meet the challenges head-on and work for seamless and invisible belonging offering safety, fun, and connection to others. We accept that it can take time. Our job is to provide consistent staff committed to kindness, skill, and patience. Our small, committed staff and volunteers have years of experience in working with persons with disabilities.

Role of Community Inclusion

- Provide support that is going to build and strengthen relationships in families, between friends and with members of our community that are not paid to be with the person.
- Provide opportunities for individuals to do things that they enjoy doing and find new and interesting things in our community that they have not yet experienced.
- Seek opportunities for the individual to exercise their talents, gifts and their culture with the community around them. Sharing these with others with similar interests and talents, even in a volunteering position.
- Support the individual with any participation in clubs, organizations, or associations as participating members and in decision-making capacities.
- These services will focus on understanding an individual's personal interests and working out a strategy to connect with the community based on mutual interests. The Community Inclusion Provider will encourage individuals to access the local community and will make sure this is a large part of their goal and responsibility. Volunteering in the community is encouraged according to the individual's interests.

4004 E Boone
Spokane, WA 99202
T: (509) 326-6760
F: (509) 323-8987
W: skils-kin.org

Facebook:
www.facebook.com/SKILSKIN
LinkedIn:
www.linkedin.com/company/skils-kin



Skils'kin believes in the power of employment. Our name is a Salish word that means "A place to discover yourself." We seen that can happen through employment – there is a job for everyone who wants one. We are committed to helping you find your first job or the right job right now. We do that through a dedicated staff who wants to meet you where you are, learn your wants and dreams, and work with you to reach your goals. We understand there can be a lot of uncertainty in trying something new, and our team is ready to support you in making the process less scary.

Our mission: Empower people. Enhance opportunities. Enrich communities.

Our vision: Be the company most known for creating and implementing the model for inclusion for adults with disabilities.

We are like three agencies in one!

1. We help you find the right job in the community through individual employment services. Skils'kin has supported hundreds of individuals with intellectual and developmental disabilities to be successful in their employment journey over the last 50 years. We believe in the power of relationships and collaboration. Whether you are job-ready or ready to learn how to work, we are the agency for you!
2. We bring our knowledge and expertise to our schools through PreETS, Project Search, and School To Work. We partner with area high schools to provide workplace readiness and self-advocacy training in the classroom as well as provide a summer academy that features work-based learning activities and paid work-based learning experiences.
3. We have the best jobs for people with disabilities to develop skills and work experience. Skils'kin is one of the largest employers of people with intellectual and developmental disabilities in Spokane County. Our employees earn competitive wages and receive on-the-job training in a safe supportive environment. Whether you need to work five hours or 40 hours per week, we are here to help you be successful.

Tim Foster Consulting

PO Box 451
Nine Miles Falls, WA 99026
T: (509) 216-5339
E: Kresttian@tfconsults.com

W: tfconsults.com



MISSION STATEMENT:

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

Vision Statement

Tim Foster Consulting envisions an interconnected business and non-profit community, partnered to increase overall community well-being.

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 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.

True North

201 W Francis, Ste E

Spokane WA, 99205

T: (509) 598-8197

E: Truenorthemploymentsolutions@gmail.com

W: www.truenorthemploymentsolutions.com



True North believes that behind every individual we support, there are hopes, dreams and passions waiting to be unlocked. We are passionate advocates to support people's success through meaningful employment and friendships. True North believes in creating an inclusive, compassionate, and supportive environment surrounded by 100 plus years of combined years of experiences. We are subject matter experts in the field, who find the greatest joy in celebrating the success of those we have the honor of supporting.

Mission Statement:

To provide rewarding opportunities and careers by creating a diversified workplace through independence and choice. Our standard of ethics and "people first" are essential to a successful future for our customers, employees, and our community.

Services Offered

Person Directed Services:

Our staff are passionate person-centered specialist who believe in providing the best quality service. We believe all services start with a comprehensive discovery process. Where we have the opportunities to learn, discover, and unlock what really matters to those we support. We believe supporting a person starts with knowing and believing in their ideal

Individual Employment:

We believe everyone can be successfully employed in community-based careers which are meaningful. Supported Employment starts with building and fostering relationships with local community members, which allows us to carve the right positions for those we support. Our role does not stop once the job starts, our passionate job coaches are trained to provide comprehensive supports which will allow for successful long-term careers.

Community Inclusion:

Have you ever wanted to make a friend, join a club, or be more involved in your local community. Our Community Inclusion program was created with the intention to support just that. We believe friendship and community involvement not only change the lives of those we support but the community.

Video Resume:

Here at True North, we believe action speaks louder than words. We have expert staff who create personalized video resumes to market the individuals we support in an innovative and professional way. We are the leaders in our field at using this technology to enhance the job development process by allowing employees to see.

Other Services:

We partner with Spokane County and DDA, Division of Vocational Rehab, High Schools, and Tribal Communities to provide responsive and meaningful services to all those we are able. Services include Trial Work Experiences, Job Retention, Intensive Training Services, and community-based learning opportunities. We work closely with our stakeholder to ensure a high degree of contract performance and look forward to supporting your success!

West Central Community Center

1603 N Belt
Spokane, WA 99205
T: (509) 323-7517
F: (509) 323-7791



E: trickard@westcentralcc.org
W: westcentralcc.org

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 I/DD.

Learning Skills Center:

Our Learning Skills Center (LSC), a privately funded day program, teaches skills for building friendship and exploring different leisure activities in a safe and encouraging environment. LSC focuses on four main components: social, educational, recreational and community integration. Participants engage with one another while completing art projects, game days, gardening, enjoying guest performers, and outings in the community. LSC is also a provider for Respite in the Community for waived services.

Community Inclusion:

This program is designed to offer recreational and social activities for individuals with an emphasis on community engagement. Our dedicated staff seek out volunteer opportunities as well as membership in groups or clubs that align with our clients' interests and skillset. At the center of all of this is the emphasis on creating meaningful and lasting relationships between our clients and other community members. Our goal is to give our clients 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. At WCCC, there is a place for you here.

ITA Qualified Service Providers

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.

Organization	Contact Person	Services
The Arc of Spokane 320 E. 2nd Ave Spokane, WA 99202 509.789.8330	Luke Tolley ltolley@arc-spokane.org Paul Clements ATC@arc-spokane.org	<ul style="list-style-type: none"> • Person Centered Planning • Assistive Technology Consultations
ENSO 1819 E. Springfield Ave, Ste G Spokane, WA 99202 509.329.6010	Matthew Powles matthew@enso.ws	<ul style="list-style-type: none"> • Person Centered Planning • Benefits Planning
Northwest Autism Center 528 E. Spokane Falls Blvd, STE 14 Spokane, WA 99202 509.328.1582	Stephen Sykora ssykora@nwautism.org Dawn Sidell dsidell@nwautism.org	<ul style="list-style-type: none"> • Individual Skill assessment • Behavioral assessment • System Planning • Environmental Analyses • Training for care team
True North 201 W. Francis, STE E Spokane, WA 99205 509.217.0958	Brent Nowacki brentn@truenorthemployment.com	<ul style="list-style-type: none"> • Video Resumes
WISE 203 N. Washington, Suite 200 Spokane, WA 99201 509.994.5207	Jaimie Laitinen jaimie@gowise.org Katherine Titus katherine@gowise.org	<ul style="list-style-type: none"> • Person Centered Planning • Positive Behavior Support Planning • Employment Services Implementation • Community Inclusion Services Implementation

Available Supports

Developmental Disabilities Administration (DDA)

509-329-2900 • 1-800-462-0624 • TTY 568-3038 • dshs.wa.gov/dda

1611 W. Indiana, Spokane, WA 99205

Monday - Friday, 8am – 5pm

The Developmental Disabilities Administration (DDA) is part of the Department of Social and Health Services (DSHS). DDA assists individuals and their families in obtaining services and supports, which are based on an individual's preferences, capabilities, and needs and which promote everyday activities, routines, and relationships common to most citizens. Funding is limited and needed services may not always be available. DDA Case Resource Managers authorize Employment and Community Inclusion.

Division of Vocational Rehabilitation (DVR)

509-363-4700 • TTY 329-3719 • 1-888-548-0941 (voice) 1-888-468-9736 (TTY) • dshs.wa.gov/dvr

1313 N. Atlantic St., Suite 1000, Spokane, WA 99201

Monday – Friday, 8am – 5pm

The Division of Vocational Rehabilitation (DVR) is another part of the Department of Social and Health Services. DVR assists people with disabilities to prepare for, obtain, and retain community employment. Vocational Rehabilitation programs are custom designed for each individual. DVR uses state and federal funds to work in partnership with support agencies, the community, and businesses to develop employment opportunities for persons who have disabilities. This is a short-term service, which is designed to achieve an employment outcome.

Social Security Administration (SSA)

1-800-772-1213 • TDD 1-800-325-0778 phone 7am – 7pm socialsecurity.gov/work

The Social Security Administration (SSA) provides benefits to eligible individuals insured under Social Security and benefits to those eligible for Supplemental Security Income. Both have Work Incentive Programs that can help protect needed benefits when the person wishes to return to work. Benefits planning assistance and information are available from a local agency contracted with SSA. In the Spokane area, the local program is Plan to Work.



Our Developmental Disabilities Division is a part of Spokane County Community Services Department. Either directly or through contracts, we provide a range of services and supports to people with developmental disabilities, their families, and the community. Staff members work with a citizen advisory board to manage public policies whose goal is responsive system of community services. Additional information is available at www.spokanecounty.org/1301/Developmental-Disabilities

We make the commitment to support:

- Diversity
- Community Connections and Friendships
- Quality Outcomes
- Full Inclusion in the Community
- Community Employment
- Individual and Family Needs and Choices

For more information, contact

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

1116 W. Broadway Ave., Spokane, WA 99260

T: 509.221.8416

This guide is now available on our county website at

www.spokanecounty.org/1301/Developmental-Disabilities

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](#)

Revised: February 2024

