

Philosophy

The Board of Directors and the staff of Washington Vocational Services believe that every person with a disability has employment potential. Our purpose is to match the unique talents of each individual with the specific needs of the employer. WVS supports choice, inclusion, and empowerment of all participants.

Mission Statement

Washington Vocational Services is dedicated to providing quality services that promote successful community employment.

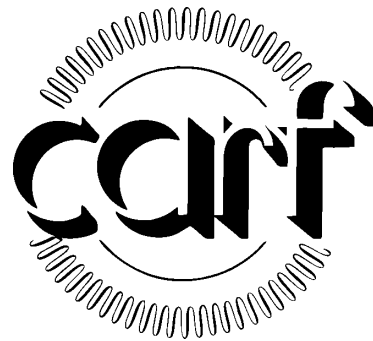
Equal Opportunity Employer

Washington Vocational Services is an equal opportunity employer. Washington Vocational Services does not discriminate on the basis of race, color, religion, creed, national origin, sex, age, marital status, disabled veteran, Vietnam-era veteran, disability, or sexual orientation.

Services Provided

Washington Vocation Services provides a variety of rehabilitation related services such as:

- Career Counseling
- Job Analysis
- Job Reconstructing
- Job Seeking Skills Training
- Vocational/Career Exploration
- Labor Market Survey
- Employment Assessment
- Employer Education
- Assistance for employers to secure accommodations
- Work Skills Building
- Community Based Assessments
- Job Development
- Job Retention
- Supported Employment Services for Persons with Significant Disabilities
- Specialized Services for Deaf and Hard-of-Hearing Persons



Washington Vocational Services has been accredited by CARF for the following Employment Services: Employee Development Services

Washington Vocational Services
Voice (425) 774-3338 • Fax (425) 744-1555 • TTY (425) 744-1315

22316 70th Avenue West, Suite D • Mountlake Terrace, WA 98043-2184
301 Valley Mall Way, Suite 110 • Mount Vernon, WA 98273
Website: www.wvs.org



Washington Vocational Services
22316 70th Avenue West, Ste. D
Mountlake Terrace, WA 98043



job Match

Matching People with Jobs since 1976

Look Inside

PWI Grant	2
Staff Profiles	2-3
Placement News	3
Mission	4
Services We Provide	4

From the Desk of the Director

New Chapter

Recently a friend shared a bit of wisdom with me, “A new job, a new relationship, a new child; all are new chapters in our lives. By experiencing these life changing events one is not writing a new book, but new chapters, adding to the foundation of what has come before.”

After Twenty-three Years of dedicated service as the Executive Director of Washington Vocational Services, Barbara Barrett has retired. Barbara’s tenure with WVS has had a tremendous impact on her life, as well as the lives of those who have received services from WVS. Her dedication to ensuring opportunities for employment and the

advancement of rights for persons with disabilities has contributed to many of the wonderful “chapters” of history within our organization.

With the help of wonderfully talented staff and dedicated board members, I too hope to create many more positive chapters for Washington Vocational Services. Chapters in which persons with disabilities obtain valuable employment, realize their strengths and are recognized for their contributions to the community, while employers benefit from the valuable contribution of all persons.

The foundation of providing excellent community based vocational services and breaking down barriers for persons with

disabilities has been long well established by Washington Vocational Services. Our role now is to continue that mission in the face of unpredictable economic environments and limited resources. Thank goodness for the strong foundation that is part of WVS. Our strength is found in the ingenuity and creativity of our volunteer board and dedicated staff, allowing us to maintain a solid footing for WVS into the future.

Thank you for your role in the success of Washington Vocational Services. As always, we welcome your comments and suggestions and especially your support as we move our mission forward.

Lynn Wikstrom
Executive Director



A GRAND OPENING WITH A GRAND MISSION

Washington Vocational Services has purchased and opened an Auntie Anne’s Pretzel store. Maybe you’ve stopped by and enjoyed an Auntie Anne’s pretzel at a local mall. Auntie Anne’s will be serving Golden Brown Pretzels at our store located at Seattle Premium Outlets just north of the Tulalip Casino.

Our Grand Opening was May 5th! We are very excited to be venturing into the area of social enterprise by developing a for-profit company whose income is dedicated to supporting the mission of Washington Vocational Services.

Our venture has only been a success due to the support of our Board and staff. Bret Stewart, our Board Treasurer, currently owns and operates 9 Auntie Anne stores in the Northwest. The help from him and his staff has been immeasurable! Please stop in and treat yourself to a, “Better than the best you’ve ever tasted®” pretzel!

A TRUE SUCCESS!



Michelle Edwards thought the highlight of her life was graduating from Marysville-Pilchuck High School. School had always been a struggle for her. As a person with a developmental disability, she attended Special Education classes, received valuable support and said that, “graduation was a dream come true”.

Prior to graduation, Michelle’s High School vocational program assisted her in getting a paid job at a local retirement facility, where she worked as a dietary aide. She loved her job, the residents that she served, and her coworkers, but always wondered if there was more she could do.

Washington Vocational Services began providing services to Michelle while she was employed at the retirement facility. WVS was contracted to assist Michelle in maintaining her job and support the employer. Michelle had other plans. She wanted another job, preferably in an office setting. So Washington Vocational Services set out to help her achieve her goals.

PWI GRANT

Solid Employment Outcomes: Washington Vocational Services Projects With Industry (PWI) grant achieved every key objective through 2004; including placement rate and earnings gain. The PWI grant is through the U.S. Department of Education, Office of Special Education and Rehabilitative Services. With the help of this funding, our five PWI staff members have been able to assist individuals from North King County to the Canadian border to obtain employment.

We invite employers to join with us and the PWI program through participation in the Business Advisory Council (BAC). The BAC is a key partner and provides oversight and feedback about program activities. For more information, please contact Marni Hurley, PWI Program Manager at (360) 416-3591, or mhurley@wvs.org.



Monday September 13, 2004

Debi Cushman
Washington Vocational Services
22316 70th Avenue West, Suite D
Mountlake Terrace, WA 98043

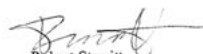
Dear Debi,

I would like to thank you for your continued help in our search for quality associates for positions at The Home Depot. The relationship that you have developed with the stores in this area has worked out well for everyone. The candidate gets a position, The Home Depot gets a quality associate, and you get a placement. It's a win-win-win situation!

The following up with WVS has been excellent. Involvement with the interview process, helping with orientation, and continued follow-up with the associate has made our relationship stronger with your organization **and a valuable resource to look to when hiring.**

Our associate, Kenny Brown, is one of the best Lot Associates I have seen in my time at The Home Depot. Dedicated, focused, driven to provide customer service on his own are some of the qualities that he possesses. He has really grown in the past two years and developed into an associate that has a bright future with the company. Recently, we have transferred him to a store in Durango, CO. They are pleased with his performance so far and I have no doubt he will be an asset there as he was here.

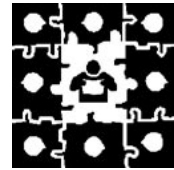
I know some of the other Home Depot stores in the area have had similar experiences with your organization and will be looking for qualified associates in the spring. Keep us in mind!


Robert Starritt
Human Resource Manager
The Home Depot (4706)
206-361-9600

Person Centered Planning

Person Centered Planning is based on the premise that everyone has strengths, gifts and talents, and it is with the identification of these characteristics and the support of others, that goals are achievable.

The Employment Specialist works with the job seeker to plan a meeting at which friends, family, and supportive others come together for one to two hours to discuss the job



seeker's strengths, work history, and supports necessary to make the job seeker's goals become a reality. It is much like a group putting together the pieces of a puzzle: each person has a different piece to present about the job seeker. The discussion is led by an impartial facilitator and graphically recorded in words and pictures. The record of this meeting becomes the "blueprint" for the career path of the individual.

Meetings are individualized and tailored to the needs and desires of the job seeker. They focus on the positive and address solutions for overcoming obstacles. The job seeker chooses the time of day and environment that is most convenient for the planning meeting, the employment specialist works with the job seeker to assist in implementing the steps needed to achieve the desired outcome. For more information on Person Centered Planning please contact: Jan Engelhart, Program Manager, Telephone: (425) 774-3338, ext. 207; E-mail jengelhart@wvs.org.

Staff Profile

Jan Engelhart has been providing employment services through Washington Vocational Services since 1985. She has worked with hundreds of job seekers and assisted them in locating meaningful jobs. Jan holds an Employment Services Provider Certificate from Edmonds Community College and enhances her education by attending specialty training courses each year.

In 1995 Jan was trained as a facilitator and, as one of three in the agency, began to do Person Centered Planning. Throughout her career at WVS, she has worked in various capacities: Management Team Member, Staff Training Coordinator, Supervisor, and Program Manager of a United Way Grant (Furthering Youth Independence). However, her passion has always been Person Centered Planning. Today, as the Planning Coordinator at WVS, she continues to focus her energies on planning and employment. Jan Engelhart can be reached via telephone: (425) 774-3338, ext. 207 or via e-mail: jengelhart@wvs.org. She believes that there is a job out there for everyone who really wants to work. It's just a matter of putting together the pieces of the puzzle.

Meet Our Staff

Paula Bower
Deaf Services Program Manager
Employment Specialist

Flynn Clarke
Administrative Assistant

Debi Cushman
Employment Specialist

Jan Engelhart
PCP Program Manager
Employment Specialist

Peggy Frisk
DVR Program Manager
Employment Specialist

Robert Grout
Employment Specialist
Auntie Anne's Liaison

Rolland Handy
Assistant Bookkeeper / I.T.

Erica Harvey
Employment Specialist

Marni Hurley
PWI Program Manager
Employment Specialist

Cathy Lackey
Skagit County Program Manager
Employment Specialist

Robin Lockhart
Employment Specialist

Kristina Markovcic
Business Manager

Mindy Ramsey
Employment Specialist

Bretta Williams
DDD Program Manager
Employment Specialist

Lynn Wikstrom
Executive Director

A Sample of Who Went to Work 1st Quarter in 2005

Place of Employment	Job Title	Wages/hr
Lowe's Theater	Floor Staff	\$7.50
Snow White Linen	Laundry Worker	\$7.35
Northwest Center	Custodian	\$8.50
Washington Vocational Services	Clerical Assistant	\$12.00
Snoqualamie Falls Candy Factory	Customer Service	\$9.00
Alfy's Pizza	Dining Room Attendant	\$7.50
Catherine's	Associate	\$7.50
Old Navy	Facilities Crew Member	\$7.35
Soundview AFH	Caregiver	\$9.05
Phoenix Laboratories	Driver	\$8.00
Home Depot	Lot Attendant	\$8.00
NW Center / Bremerton	Provisions Loader	\$14.03
NW Center / Intermec	Day Porter	\$10.00
Choice/Best Care	Editorial Assistant	\$15.00
Aramark Refreshment Services	Service Technician	\$16.00
St. Vincent de Paul	Customer Service	\$7.35
Denny's	Custodian	\$7.35
Haggen's	Pharmacist (floating)	\$41.75
U.W. Physicians	Clerical Assistant	\$13.00
DMX Music	Production Assistant	\$8.75
Cingular Wireless	Administrative Assistant	\$13.00
	Average Wage	\$10.82

Staff Profile

Debi Cushman
Employment Specialist/Safety Chairperson

Debi has spent eight years working with individuals with disabilities in a variety of settings. Debi spent the first year as a Teacher Assistant instructing children in daily learning tasks and physically assisting with strength building exercises. This experience motivated and excited her to pursue a career serving adults with disabilities. She worked for two and one-half years as an Enclave supervisor/Job Developer supervising eight individuals with disabilities working in a manufacturing company on sub-assembly, prep work, pre-pack, and janitorial. Since 2002, Debi has worked as an Employment Specialist at Washington Vocational Services. She also is in her second year as being the Safety Chairperson striving to keep all staff members and clients up to date on safety awareness.

Presently, Debi works with the Projects With Industry grant providing free job development services to individuals with disabilities. In addition to job development, she provides assistance with resumes, interviewing, and job retention. Debi has studied American Sign Language at Seattle Central Community College, which has helped in assisting people who are deaf and hard of hearing. Debi enjoys developing and fostering long-term relationships with employers and helping clients become self-sufficient. Debi can be reached at (425) 774-3338 or by e-mail at dcushman@wvs.org.