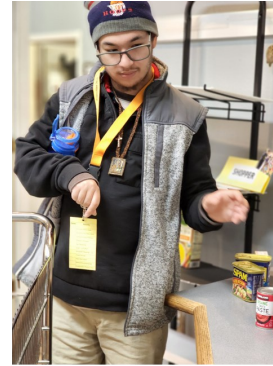


ANNUAL REPORT 2022



WASHINGTON
VOCATIONAL
SERVICES





WVS Mission

We are dedicated to providing outstanding quality services that result in successful community involvement and employment.

WVS Vision

All people will be recognized for their abilities and contributions in the workplace and community.



We are thrilled to share with you our 2022 Annual Report which shines a spotlight on our recent successes in helping customers achieve independence, inclusion, and employment in their communities.

A typical day of work is beginning to look more familiar to pre Covid times; however, we continue to feel the financial impacts of the pandemic and the need to prioritize services while focusing on safety. While we continue to observe deepened existing disparities for individuals with disabilities due to the pandemic, we saw an increase in the number of new employment opportunities over the year and have witnessed many of our customers return to their pre-pandemic environments.

We recognize that our staff are our most important asset and critical to achieving our mission. Stagnant reimbursement rates for our services combined with the rising cost of living has affected everyone in our community and made it difficult to keep positions filled and retain staff. We are so proud and thankful for our existing staff who consistently work to amplify our customers' voices and assure inclusion for all. WVS has had seven of our staff members receive recognition from the Governors Committee on Disability Issues and Employment over the past five years which is an incredible honor and a direct reflection of the services they provide.

2022 marked the start of a brand-new strategic plan to help guide our activities over the next few years. It is always encouraging to recognize progress made on our previous plan and renew our commitment to growth.

The year ahead is full of hope that our funding rates will be increased to a sustainable level to support us in continuing to provide high quality services and retain a strong team.

A team that is committed to creating a culture that will represent the diverse community we serve as we continue our work with a focus on a healthy, diverse, and welcoming environment, where all of us thrive.

Please join us in celebrating our many achievements in 2022!

Janet

2022 DEMOGRAPHICS



\$15.27 Average Wage

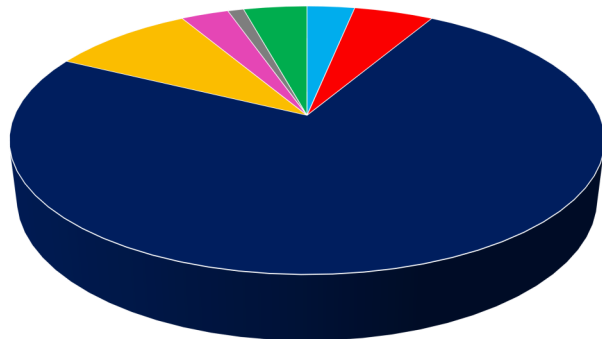


545 Customers Served



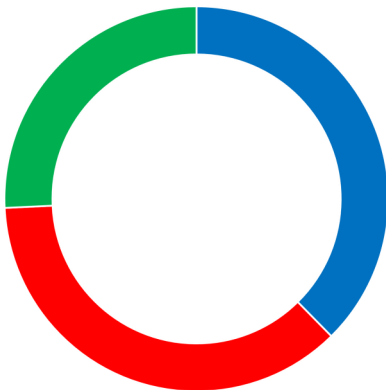
74 Paid Placements

Race/Ethnicity



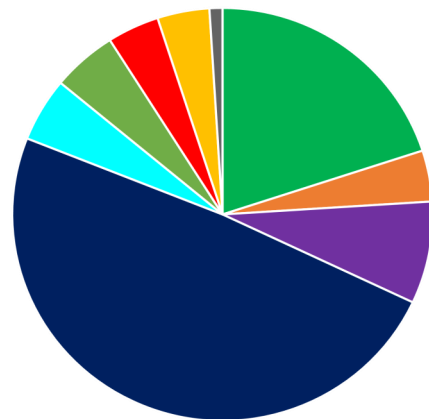
■ African American/Black 3% ■ Asian 5%
■ Caucasian 72% ■ Hispanic/Latino 9%
■ Multiracial 3% ■ Native American 1%
■ Other 7%

Age Groups



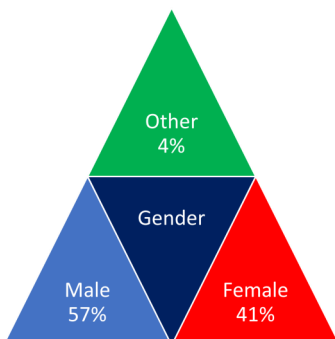
■ 18-30 38% ■ 31-50 37% ■ 51+ 25%

Disability Type



■ Autism 20% ■ Deaf/Hard of Hearing 8% ■ Blind/Low Vision 4%
■ Learning Disability 5% ■ Mental Health 5% ■ Intellectual Disability 49%
■ Neurological 4% ■ Physical 4%

Gender



Other
4%

Gender

Male
57%

Female
41%

OUR BOARD OF DIRECTORS

Board President Kenn Sandell

Board Vice-President Ken Eriksen

Board Treasurer Mike Warden

Director Brett Peterson

Director Brooke Bloomquist

Director Marci Miller

Director Mark Reed

Director Lorie Lauzon

MAIN OFFICE

111 SE Everett Mall Way Bldg. C
Everett, WA 98208
(425) 774-3338

COUNTIES SERVED

Island, King, Skagit,
Snohomish, & Whatcom

EXECUTIVE DIRECTOR

Janet Bruckshen

DEPUTY DIRECTOR

Peggy Frisk

CHIEF FINANCIAL OFFICER

Sue Lesh

WVS.ORG



Axis Pharmacy has been in business for more than a decade, providing quality services to the community. Their focus is on compounding prescriptions for both people and pets, long-term care options, and an affordably priced retail pharmacy for residents in the Snohomish and King County area. At Axis Pharmacy NW, pharmacists “take a more personalized approach to treating conditions and have a dedicated staff on hand to provide one-on-one care.” Axis Pharmacy also provides one-on-one care to their staff, including Debbie Hill, who works as a Pharmacy File Clerk & Technician in a role created just for her. Prior to Debbie’s arrival almost two years ago, like many businesses, Axis had experienced a buildup of paper receipts and documents that were in need of organizing. After being hired, Debbie received her pharmacy technician license and tackled the large stacks of paper documents. Debbie has her own large desk and storage racks for organization, and with help from the Department of Services for the Blind, an illuminated magnifying device was installed in her office. Debbie is now even more efficient at her job, which will assist the pharmacy during their next audit. Debbie loves her job and feels that everyone is exceptionally helpful, especially the main pharmacists who manage the business end, as well as Debbie’s training supervisor who answers any questions she has during the workday. Most noteworthy, Debbie is well thought of by her coworkers and always included in company functions and activities outside the workplace. Axis Pharmacy Northwest is truly an inclusive, welcoming business for every member of the community.

** WVS customer Debbie Hill and employer with their award*



Connections SLP is a speech and language therapy center whose goal is to help every child develop communication, feeding, and physical skills during a time of fun, play-based therapy. Their strong belief that every treatment plan should be individualized for their clients and their families is also how they approach their relationship with their supported employees. Currently, Connections SLP has four supported employees, including WVS customer Jaynie Ottley. Jaynie began working for Connections in a reception support role over three years ago, and Missy Bartel, owner and lead therapist at Connections, has been one of her biggest supporters. Missy provides all her supported employees with the opportunity to develop, practice, and master the skills they are interested in, while ensuring that business needs are being met. When something isn’t working for Jaynie, Missy takes time from her busy schedule to talk with Jaynie and her WVS Employment Consultant, Allison Cash, to find a solution. Missy asks questions and has discussions to get to the root of an issue and finds a way to support her employees, and the environment that Missy has created at Connections SLP encourages true growth and skill-building for Jaynie. This has allowed Jaynie to become more confident in her own self advocacy. Missy truly cares about the overall wellbeing of every single person on her staff, regardless of ability. By taking the time to invest in her whole team’s growth and success, she has shown her supported employees what we all already know to be true: with real support behind them, their potential is limitless.

**Lead Employment Consultant Allison Cash presenting award to employer*



2022 WVVS EMPLOYER AWARD RECIPIENTS

GOVERNOR'S EMPLOYER AWARDS 2022

The Governor's Committee on Disability Issues and Employment (GCDE) celebrated their annual Employer awards in person on Friday, October 21, after hosting the ceremony over Zoom for the past two years. Washington Vocational Services is proud to be partners with four of the Governor's Award recipients.

DIRECT SUPPORT PROFESSIONAL RECIPIENT MARY SABETTO, WASHINGTON VOCATIONAL SERVICES

Mary Sabetto worked for WVS in the King County office starting in 2013 and is a tireless advocate for her customers and employers. Mary is committed to increasing the quality of life of all her customers and advocates to make sure every person is working to their full potential. Mary specializes in working with individuals who are Deaf, Blind, and Deaf-Blind. Mary shared "I have worked in this field for over 30 years. I have dedicated my life and career to supporting individuals who are Deaf, Blind and Deaf-Blind to find employment, and I truly feel that my clients are the reason I was nominated. They deserve this, and I am humbled to accept it on their behalf."



MEDIUM PRIVATE EMPLOYER RECIPIENT JC PENNEY, MARYSVILLE

JCPenney was the 2022 recipient of the Governor's Medium Private Employer of the Year Award! JCPenney creates a welcoming and inclusive environment for their employees and cares deeply about their well being. Their efforts to listen to the team and transform words into action is evident in the advances their employees make at work. We are grateful for this partnership to create opportunities for talented individuals with disabilities.



YOUTH EMPLOYER RECIPIENT WALGREENS, SEDRO-WOOLEY

Walgreens has been an ally to our Adult Transition To Independence Center (ATTIC) program. Walgreens' has supported the program by inviting our students to complete Community Based Learning Experiences (CBLEs) and conducting mock interviews at ATTIC's facility so our youth have the opportunity to practice one of the hardest parts of getting a job – making it through the interview! They genuinely want to see our students succeed and encourage them to speak their minds and ask for what they want, just like any other job seeker would. Sedro-Woolley Walgreens consistently empowers our youth with opportunities to excel. Over the last few years, at least 15 students have completed training at Walgreens and three have been hired.



LARGE PRIVATE EMPLOYER RECIPIENT ABM BUSINESS & INDUSTRY, SEATTLE

ABM is a strong leader in ensuring inclusive opportunities for all individuals, and they do a great job hiring the right people into the right positions. They exhibit best practices in their approach to hiring and providing support to their employees. ABM consistently provides an inclusive and supportive environment for their team, and WWS is very proud to partner with them to fill their recruitment needs.



DIVERSITY, EQUITY, & INCLUSION

The Diversity, Equity, and Inclusion committee at WVS continued to focus on improving our company culture in 2022. Our eight-person DEI team led the agency in accomplishing the following during the year:

- Collaborated with Washington Initiative for Supported Employment to create an action plan focused on equity and inclusion.
- Facilitated an all-agency staff training on micro aggressions, intersectionality, and implicit biases.
- Supported three staff members to participate in a series of equity and social justice trainings offered in the community.
- Educated staff members through our internal staff newsletter, as well as internal communications regarding important events and research to provide increased awareness of diversity.
- Updated our job descriptions to acknowledge our equity statements.



"We want a culture that is inclusive of everyone and where everyone who joins feels they have opportunities to succeed and grow."

Nellie Borrero

DEAF AWARENESS WEEK



This year, WVS's Deaf Team celebrated each day by submitting daily emails of Deaf Cultural information to staff members in preparation for their presentation during the Annual All-Staff Training at the Hibulb Cultural Center.

The team facilitated a training to WVS staff following our weekly theme of "Getting to know your Deaf Employee." The 2 hour presentation involved various topics such as an introduction to each team member, Communication Strategies, Communicating with Deaf/Blind individuals, How to use Interpreters, and Deaf Culture information.

The goal of this training was to help staff learn how to communicate effectively with each Deaf team member in their own unique way, since communication can be highly individualized. The team reiterated that all staff can feel comfortable approaching them to learn about Deaf culture.



YES II

YES 2 celebrated another successful year in 2022, which marked the sixth year of partnership between WVS and the Department of Services for the Blind for this highly regarded program. Participating in this year's program were a total of 19 blind students (ages 16-21) who reside in the state of Washington.

All of these students participated in Job Class prior to their summer internships. Job Class is a 12-week series of employment-related courses facilitated virtually by WVS. The students are provided with opportunities to learn valuable skills for their future careers through curriculum that is focused on engagement and multiple intelligences.



WVS broadened the focus of Job Class for 2022. Students not only learned essential employment skills, but they enjoyed many other benefits as well. By the end of the 12 week course, each student had a personalized resume and cover letter written in collaboration with WVS. Each student participated in at least one individual mock job interview, which was followed up with professional feedback on their strengths and areas for continued growth. In addition, the students took courses on the ADA and self-advocacy. The students were delighted that they were provided with opportunities to network and build relationships with others, including the guest speakers and panel members participating in the courses.

Following the end of Job Class in late June, the students came to Seattle for six weeks and lived together in a sorority house on the University of Washington campus. WVS lined up each student with a paid internship in a field of their interest. The students spent the next five weeks traveling to and from their worksite in King County. Following the end of the internships, both the students and employers raved about their experiences. Several employers went as far as telling their student interns that if they ever relocated to King County, they had jobs waiting for them.

** Dan Misch, KC Program Manager and YES II student Tommy*

KING COUNTY

Some customers need a little support in trying to identify what career they want to focus on, but Taylor Clack knew what he wanted to do from day one! He talked about wanting to work in an environment where he could help young children. On May 10th, 2022, Taylor achieved his career goal and was hired by KinderCare as a Teacher's Assistant.

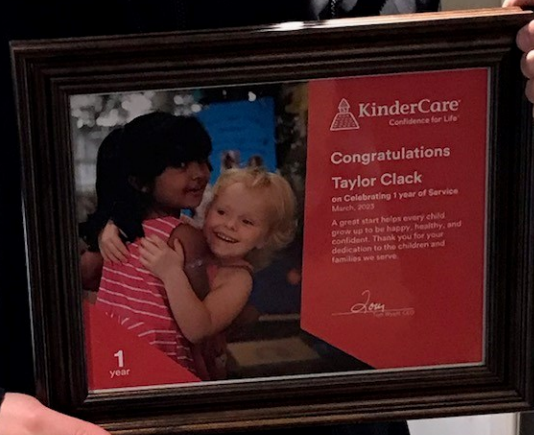
Upon beginning his job, Taylor quickly discovered he had countless important responsibilities and realized he had a great deal to learn. At times this felt overwhelming, especially in the unpredictable environment of a daycare setting, with dozens of kids relying on him.

Taylor was determined to make this work. He loved interacting with the kids and had developed good relationships with the staff. During Taylor's first several months on the job, he was dependent on WVS's support and teaching staff to be cued to his routine. Gradually, Taylor became more comfortable, and his teaching skills began to shine.

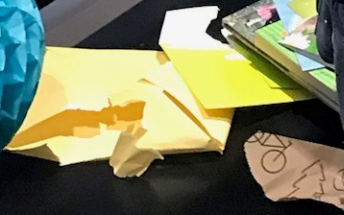
By the fall of 2022, Taylor had made significant progress in his job and was thriving in his role. WVS created a fading plan as Taylor was beginning to master his tasks. He no longer needed cues and could transition from one task to another without reminders. Taylor was developing his unique style of teaching, guiding, and nurturing his 4-year-old students.

Taylor recently celebrated his one-year anniversary at KinderCare. His coworkers and director decided to throw a celebratory pizza party. Taylor received a pay raise, a certificate of achievement, and a large bonus. The KinderCare director spoke glowingly of Taylor and his passion and dedication. Additionally, she expressed the benefit of his autism spectrum disorder (ASD), "With so many kids on the spectrum, it's beneficial to have a teacher who can relate." This has led to Taylor and his students developing unique relationships and a better understanding of each other.





Happy Birthday





Monica
Hi! I'm new to the team!

EARLY-SEASON BLOOMING PERENNIALS EARLY-SEASON BLOOMING PERENNIALS EARLY-SEASON BLOOMING PERENNIALS EARLY-SEASON BLOOMING PERENNIALS EARLY-SEASON BLOOMING PERENNIALS

\$2.19

SNOHOMISH COUNTY

Monica Delosh obtained a job at Lynnwood Fred Meyer, in the Home and Garden Department, in May 2022. It was a great location to find during springtime when customers were anxious to get their gardens growing. Monica soon learned it was a great place for her to grow her friendship circle as well, and she quickly began developing new relationships with her co-workers as well as her very supportive supervisor, Danae. Having such a strong supervisor who listened to her needs and desires, coupled with her support from her job coach, provided Monica with the opportunity to learn a great deal about the care of flowers. Soon she was able to find a misplaced plant and quickly return it to the right place and provide guidance to customers seeking specialty plants, while also learning how to provide excellent customer service.

Her first payroll period marked the first time Monica had received a paycheck in 10 years, and her excitement was evident! All those interviewing practice sessions and job shadowing she had done with her Employment Consultant had paid off.

Toward the end of the plant season at Fred Meyers, Monica transferred inside the store and was assigned to the toy section. Her new goal was to keep the toy section well organized and remove damaged or misplaced items. This transition exposed Monica to a wider pool of customers and she quickly enhanced her knowledge of products while increasing her skills in customer service.



ATTIC

Adult Transition To Independence Center (ATTIC) is a program in Skagit County for students ages 18-21 with disabilities from local school districts. Students come to ATTIC to learn in adaptive classrooms, kitchens, and laundries, where they focus on life skills and vocational training. Founded in 2009, ATTIC has grown each year since its inception.

The 2021/2022 school year launched with ATTIC's biggest class yet – 55 students! ATTIC's Burlington facility underwent a major reorganization to comfortably fit students into four classrooms. ATTIC also added a new track and instructor for students to focus on special community projects that enhance their vocational training.

The backbone of ATTIC's success is the Community Based Learning Experience (CBLE). Students go out in the community to work in six-week-long rotations at various businesses, community centers, and

non-profit organizations in order to build skills and discover the student's potential likes and dislikes and overall career interests. ATTIC staff are also able to evaluate student skills, abilities, and barriers. Early identification of barriers allows staff to develop any needed accommodations before the student enters the workforce. Students spent hundreds of hours at CBLE sites throughout Skagit County, learning skills while working on special tasks and projects. Additional new sites were developed throughout the year, expanding ATTIC's reach into the community.

Students impacted by the pandemic were also able to attend Extended ATTIC, a six-week summer program designed as a CBLE boot camp. Participants were able to attend 4 days per week for 5 hours per day, working almost exclusively in the community gaining work skills. This program was made possible by pandemic relief funds for schools in Skagit County.





There was also time for some fun during the year. Students visited Schuh Farms during the fall for a pumpkin harvest and tour. The Lion's Club visited the ATTIC facility during the holidays to bring cheer and festivities to the students, complete with Santa and his elves. ATTIC students also baked cookies and delivered boxes of goodies to school district staff and bus drivers.

The year was wrapped up with the ATTIC Oscars, where students made their own movies and presented awards, and then culminated with a graduation ceremony that highlighted the accomplishments of all 23 graduating students.

Both inside and outside of the classroom, ATTIC's most valuable resource is its dedicated staff of approximately 30 individuals who are committed to providing the best life skills and vocational training possible. ATTIC Job Coaches celebrated their hard work and accomplishments through the year by enjoying a breakfast feast, cooked and served by ATTIC's fulltime employees. The year ended with planning for the upcoming fall and a brand new school year.



SKAGIT COUNTY



The first thing everyone notices about Ethan Johnson, 24, is his friendly smile and happy greeting at the Goodwill Donation Center in Sedro-Woolley. Ethan is one of the first employees that Goodwill hired for their new center, projected to open in 2024. For now, Ethan sorts through donations at the Goodwill truck stationed at Cross Roads Square and places them in the appropriate bins.

Ethan's journey began at ATTIC several years ago. After

graduating from ATTIC in 2019, Ethan embarked on a DDA Assessment, which ended about the time that the COVID-19 pandemic shut the country down. Finally, 2022 was Ethan's year to shine, and he began his new job at Goodwill. After only six months of employment, Ethan has already received increases in hours and pay.

Ethan's upbeat attitude and excitement is clear to everyone who comes through. Ethan relies mainly on natural supports at his job, where he's a great fit with his coworkers. The topic du jour is typically comics, and Ethan's favorite is Transformers. Ethan lives with his extended family out in the country, where they cooperatively raise dogs, participate in the upkeep of the property, and enjoy time together.

Ethan's parents are thrilled with his success in life so far. Ethan's father, Adam, hopes "that he can remain happy and successful at his job" and thinks that Ethan "is an extremely funny kid with a wit that often leaves all of us in stitches." For Ethan's mom, Shannon, a job "means he has more self-esteem. He gets out and meets people. He feels good and he gets to buy things – which makes him happy!"



SUMMER CAMPS

Campers had a blast during the three weeks of Summer Camps in 2022.

During Week 1, the *Ready, Set, PLAY!* camp was held at Edison Elementary School in Edison, WA. Students immersed themselves in sports, nutrition, and cheerleading, which was led by Burlington-Edison High School cheerleaders. Sports included soccer, basketball, baseball, bucket blaster (a bean bag toss), archery, and track. Washington State University's Food Sense program provided nutrition information, and campers made smoothies with the smoothie bike! Campers also played food-related games designed to teach them about nutrition in a fun way. In addition they demonstrated their artistic skills by making pom-poms with the cheerleaders.

Campers spent Week 2 at Padilla Bay for the *Exploring the Salish Sea* camp. Padilla Bay staff generously led campers in learning about local sea life through their interactive exhibits and hands-on crafts. Campers made nature journals that included fish prints, flower prints, and pressed flowers, as well as journaling questions and daily activities. Other crafts included planting cans with flowers and making coasters out of resin and pressed flowers. Service projects included clearing invasive plants called "stinky bob" from the area, which was a popular name with the students! The fun continued with a mud flat safari in Padilla Bay, complete with digging up

sand and mud and looking for crabs and anemones. Padilla Bay staffers showed campers all the animals they might encounter during the safari, so everyone was prepared to see an amazing array of sea life. The week culminated with the Letter Box Trail, which is a forest trail. Campers were able to navigate the trail, see wildlife, and enjoy their final day at the Padilla Bay Interpretive Center.

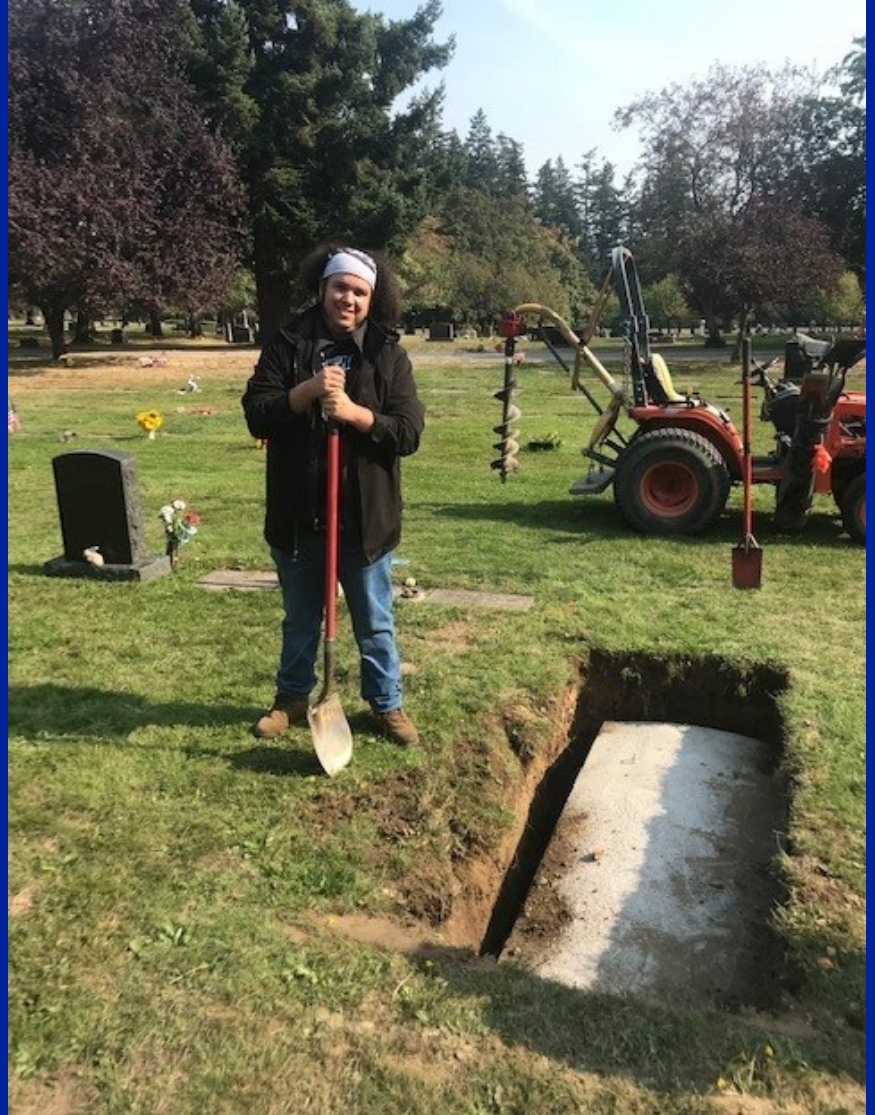
The final week of WVS Summer Camps was *Dance the Week Away* back at Edison Elementary School. Campers took yoga and dance lessons from local volunteers. Dance lessons included line dancing, where the campers practiced their moves to the songs *Fireball* and *Copperhead Road*. To go along with the dances, campers made pan flutes, tambourines, and mandolins. Campers also learned how to arrange flowers and made bouquets

to take home to families. To beat the heat, students played water wars with water bombs and water guns.

WVS Summer Camps wrapped up with a camp celebration that included campers from every week. WVS held a Flannel Hoe-Down, complete with hay bales and cowboy hats. Campers and their families played games, enjoyed pizza and snow cones, a cookie walk with Crumbl cookies, pin the tail on the cow, and much more. By the end of the celebration, campers and families were full of satisfying food and great memories.



ISLAND COUNTY



Chris has worked for the Oak Harbor VFW for several years performing janitorial services, but after much consideration, he decided that he was ready to work a second job as his VFW hours were limited. He worked with his Employment Consultant Mark to identify some new goals and began working for Maple Leaf Cemetery in April. Chris does various landscaping and housekeeping tasks. He trims hedges and around gravestones, and has helped with preparations for burials and releveling headstones. Chris is a hard worker and has an infectious smile. There is no task that Chris is not willing to try. The cemetery staff work hand in hand with Chris to learn new skills. The skills and work ethic that Chris has picked up at the VFW have flourished and extended to his employment at the cemetery. After starting his new job, Chris has also become more open to new tasks at the VFW and has begun doing more detailed cleaning duties. This year Chris was also recognized by the local fire department for acting fast to contact support when a friend was experiencing a medical emergency during a Special Olympics tournament. Chris has stated that he loves going to work because he loves to talk to people and he enjoys being able to use his pay checks to go to lunch with friends and add to his WWF action figure collection.

WHATCOM COUNTY

Jaynie Ottley works in a reception support role at Connections SLP and has a variety of tasks that she is responsible for. She sends appointment reminders to parents, cleans the toys that the therapists use with their kids, and keeps the toy room clean and organized. Jaynie helps make the business run smoothly by completing her tasks quickly and efficiently, which makes her feel more confident in her daily life outside of work because of the skills she practices during her shifts each week. Jaynie has had a goal of becoming more independent at work. After EC Allison had been supporting her for over a year, Jaynie started working the first 15-30 minutes of her shifts independently. She has worked hard to step out of her comfort zone, which has helped guide her through her anxiety, so this was a giant step towards the total independence that she and her EC hope for. Jaynie's favorite part of her job is talking to her coworkers and working on projects with the other receptionists. Jaynie's favorite ways to spend the money she earns from work are getting coffee at Starbucks, saving up for new Apple products, and for taking care of her puppy, Maxlee.

Jaynie's experiences with Connections SLP have been so great, and her employer so accommodating, that Connections SLP also won the WVS Employer Award in 2022.



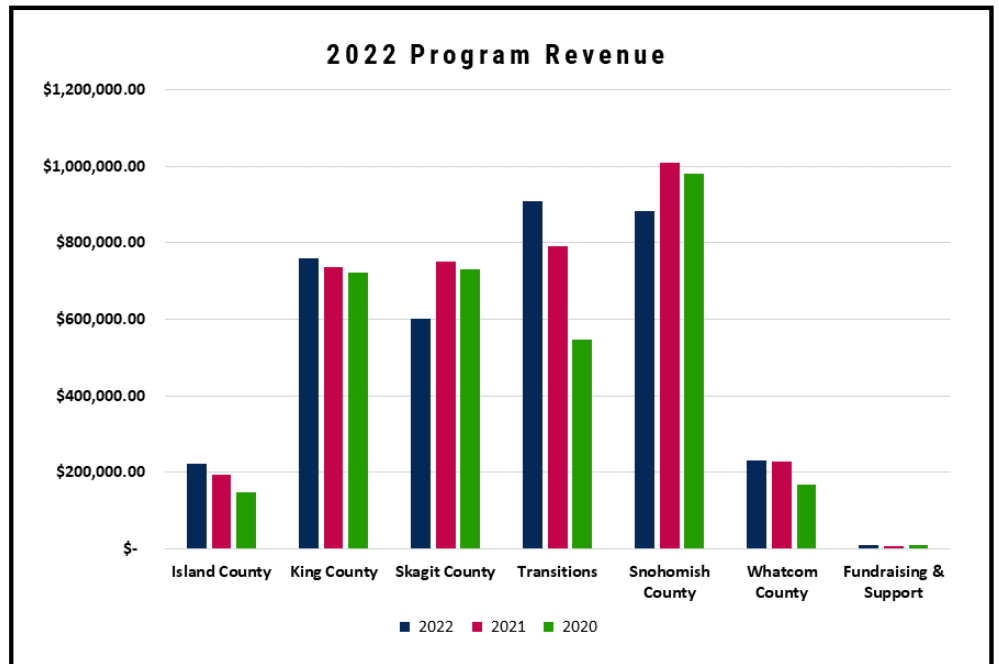
2022 FINANCIAL SNAPSHOT

Washington Vocational Services

Total Assets	\$ 2,510,735	
Total Liabilities	\$ 563,359	
Total Equity	\$ 1,947,376	
<i>* unaudited 2022 financials</i>		
Revenue	2022 Year End	% of Total
Transition Services Revenue	\$ 881,229	23.8%
Employment Services Revenue	\$ 2,700,948	72.9%
Fundraising, Grants, Donations and Sponsorships *	\$ 36,867	1.0%
Management Fee for Social Enterprise	\$ 84,530	2.3%
Total Income	\$ 3,703,574	
Investment Income Net of Expenses	\$ (42,224)	
Other Income - Dividend from Social Enterprise	\$ 40,000	
Expenses	2022 Year End	% of Total
Compensation and Benefits	\$ 3,387,176	82.9%
Staff & Client Expense	\$ 116,860	2.9%
Facility and Equipment	\$ 324,688	7.9%
Insurance & Financial	\$ 36,062	0.9%
Legal & Professional	\$ 200,123	4.9%
Advertising & Marketing	\$ 19,619	0.5%
Total Operating Expense	\$ 4,084,528	
Other Expenses - Depreciation & Interest & Contract Buy out Apricot	\$ 98,504	

* Includes grants and fundraising—program specific to the Transition Program

WVS Social Enterprise Operations	
Auntie Anne's Soft Pretzel Stores	
<i>*unaudited 2022 financials</i>	
Total Assets	\$ 783,907
Total Liabilities	\$ 119,206
Total Equity	\$ 664,701
Income 2022 Year End	
Sales Revenue	\$ 1,328,245
Other Income	\$ 4,385
Total Income	\$ 1,332,630
Expenses 2022 Year End	
Cost of Goods Sold	\$ 221,665
Staff Salaries, Taxes and Benefits	\$ 446,312
Lease and CAM Costs	\$ 173,579
Operating Costs	\$ 254,261
Management Fee to WVS	\$ 84,530
Other Expenses Taxes	\$ 12,006
Dividend Paid to WVS	\$ 40,000
Total Expense	\$ 1,232,353
Other Expenses - Depreciation	\$ 27,455





OFFICES IN:
SNOHOMISH COUNTY (CORPORATE OFFICE) · KING COUNTY ·
SKAGIT COUNTY · WHATCOM COUNTY

Also Serving
Island and Pierce Counties