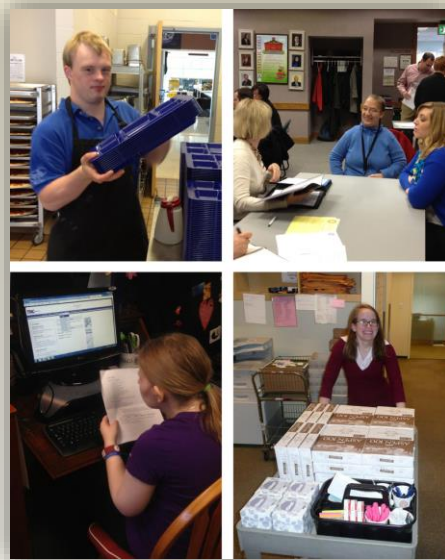




KING COUNTY PARTNERS FOR WORK REPORT

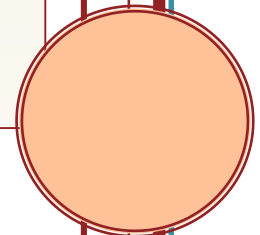
January 2013-December 2013



Cesilee Coulson, Executive Director

Monica McDaniel, Senior Program Manager

Debbie Moore, PFW Program Coordinator



ANNUAL REPORT TO KING COUNTY

January 2013-December 2013

The History

Partners for Work (PFW) is a Rotary District 5030 project that creates employment opportunities for people with developmental disabilities by utilizing Rotarian business leadership as a vital link between job candidates and paid employment.

In 2010, King County Division of Developmental Disabilities Director, Ray Jensen and King County Executive Dow Constantine, launched an expansion project for PFW throughout Rotary District 5030. The expansion project provided funding to support a full time position called the Partners for Work Coordinator.

The Washington Initiative for Supported Employment (WISE) was awarded the contract to expand PFW in September of 2010. The intent of the project is to continue to build employer awareness, generate employment opportunities, create and support internships for transition students and facilitate employment agency connections. To lead the project, WISE hired Debbie Moore as the PFW Coordinator.

New Ventures & Project Development

The 2013 project year was one of continued growth and expansion for the PFW project. There were 4 key milestones to highlight the strength and success of Partners for Work this year: the District 5030 Conference, the leadership recognition event for King County Executive and Rotarian, Dow Constantine, the Frank Devlin Award recipients and the project expansion work by the District Governor.

In April of 2013 at the Rotary District conference, Partners for Work renewed with unanimous support from the clubs within District 5030 as a District level Rotary Project. This three year renewal affords Partners for Work a featured seat as a District level priority. At the District conference, and as a result of receiving unanimous support for renewal, 3 new clubs joined the project.

In October, PFW hosted a project recognition reception at the Hard Rock Café in Seattle. The recognition program featured key leaders in the success of PFW. The reception program featured an official thank you to County Executive Dow Constantine and King County Developmental Disabilities Division for their leadership and support of the PFW project. The



Frank Devlyn award was presented to the four outstanding Rotary Clubs that met the award criteria. Five hiring employers shared their experiences of hiring a PFW job candidate, demonstrating the ultimate project outcome of paid employment for King County project participants.

As part of the event team, PFW Rotary club greeters helped welcome everyone and were recognized for their work.

Bringing together Rotarians, King County personnel, employers, support agencies, PFW employees and greeters at the October recognition displayed the strong community partnerships that have been developed through PFW. Here is a recap and short video summary of the [Hard Rock & Dow Constantine Event](#) .

With the continued success of District 5030, Partners for Work has had the bandwidth to also create a stir across the Northwest. One outreach strategy was to have the District Coordinator present a webinar to generate interest outside of King County. As a result of this outreach, the Spokane Downtown Rotary club has hired a PFW greeter and outreach continues to additional clubs within Spokane. Several outlying counties have requested programs within their regions and counties and there will be many planning opportunities for growth in 2014.

Year Three Highlights

The following is a high level review of monthly highlights for 2013, the third year of PFW.

January 2013:

- First PFW Rotary Club Challenge between Bellevue Breakfast and Bellevue Rotary Club started and run through June, 2013.
- King County PFW annual report completed and disseminated reviewing 2012 accomplishments

February 2013:

- Best practice development, policies, strategic planning work started with project steering committee members
- District 5030 website updated with new statistics, success stories and pictures
- District 5030 PFW District Project strategies developed for vote/pitch in May

March 2013:

- Steering Committee meeting completed for project planning, updates and restructure of project

- Issaquah Job Fair was attended with 2 Rotary Greeters, networking with employers
- Attended Employer/Community Networking Breakfast in Snoqualmie Valley
- PFW Rotarians assisted at the Highline Community College employment specialist training program
- Delivered a presentation to the employment specialist training class at Highline

April 2013:

- Final preparation for the Rotary District Conference Project renewal vote
- Ongoing work continued on best practices information and steering committee re-structuring
- Frank Devlyn/Dow Constantine event planning begins

May 2013:

- Attended District Conference where, after presentation, PFW was reinstated as a District Project with a 3 year commitment after a unanimous vote of the District's clubs
- Attended Conference at Alderbrook Resort to do team building
- Preparation for PFW Webinar, June 6th
- Strategic Planning preparation for steering committee meeting in June.
- Met with Rotary First Harvest managers to gain insight into District Project growth strategies

June 2013:

- Delivered PFW Webinar including Rotarian and employer as part of the content
- Featured a PFW/Rotary marketing table at the WA State DDA Community Summit in Ellensburg, over 900 attendees
- 2 part time job starts
- Steering Committee Strategic Planning meeting. Developed mission and values statements as well as action items and held an initial team meeting

July 2013:

- Planning begins for the October recognition event for Dow, Frank Devlyn and club greeters
- Steering committee strategic planning design/investigate/plan for upcoming meeting
- Completed planning work for greeter positions for next year

August 2013:

- Issaquah Employer Networking Luncheon with 20 potential employers in attendance, PFW was on the agenda and several Rotarian employers were invited
- Steering Committee strategic planning sub-committee meetings continue
- School to Work (STW) program conversations/meetings, planning for school year, greeter candidates: Mercer Island, Issaquah, Snoqualmie
- Personal visits/invites to Snoqualmie, Redmond Rousers, Issaquah and Covington clubs that will be receiving the Frank Devlyn award in October.

September 2013:

- King County Providers Meeting attended to share information
- Preliminary/planning meetings at Hard Rock Café for our October event
- Covington Rotary Club greeter interviews with TOP Program (Kent Transition Program) students, with the new greeter starting at the end of the month
- Issaquah Greeter was selected

October 2013:

- PFW presentation at the Puget Sound Educational Service District (ESD) Transition meeting
- Dow Constantine/Frank Devlyn/Club Greeter Recognition Event at Hard Rock Cafe

November 2013:

- Mercer Island greeter interview, selection and started work.
- Attended/Presented at the NW APSE Forum in Portland, Oregon
- Outreach/selection of Lake Union Neighborhood greeter, starting in November
- UPS Store opening, selection, interviews for paid job

December 2013:

- Lake Union Greeter Interviews, starting January 3rd
- Presentation/Initial visit to Lynwood Rotary Club, interest in PFW
- Covington Greeter interviews, selection, starting on January 3rd

Active PFW Clubs

Twenty four active PFW Clubs have various commitment levels. These clubs have hired greeters, provided opportunities for STW internship sites and/or Rotarians in these clubs have employed candidates at their workplace. They have committed financially, secured board approval and “identified” a champion within their clubs that supports the PFW Coordinator with project expansion tasks ensuring the success of the project.

Club Involvement continues to steadily increase:

- 2003-2010: 7 clubs
- 2011: 6 clubs
- 2012: 5 clubs
- 2013: 6 clubs

PFW Steering Committee Board

A key feature of the PFW project is the leadership of the Steering Committee. This year the committee committed to developing a project strategic plan to further clarify the work of the

project and to increase the impact. The following individuals represent the PFW Steering Committee. We thank the steering committee for their wisdom, contribution and leadership.

- **Trish Borden, Auburn Rotary – 22 year Rotarian**
- **Lisa Fox, University District Rotary – 10 year Rotarian**
- **Christina Davidson, Seattle International Rotary – 4 year Rotarian**
- **Tom Swanson, University District Rotary – 9 year Rotarian**
- **Terry Davis, Auburn Rotary – 9 year Rotarian**
- **Chuck Doland, Bellevue Rotary – 37 year Rotarian**
- **Kelly Kyle, Redmond Rousers Rotary– 11 year Rotarian**
- **Tom Callahan, Mercer Island Rotary – 8 year Rotarian**
- **Jane Kuechele, Bellevue Breakfast Rotary – 16 year Rotarian**
- **Debbie Moore, PFW Coordinator and Issaquah Rotary – 3 year Rotarian**

PFW Internship Program Outcomes

Internship Program Highlights



Deanna, ISD, Riverdog Internship

This year we placed an emphasis on conducting team meetings with King County School Transition Programs throughout King County to focus on the development of business internship opportunities. Rotarians developed 5 internship sites this year and handed off the sites to 4 transition programs. As a result of these sites, one location has turned into paid employment for a student with anticipation that more will develop into paid positions.

“I love working with the Issaquah School District students.

They do an excellent job with the projects I ask them to help me with.

They get things done on time and with great quality.

I can’t wait to work with them on future projects. “

Denise Stringfellow
Owner, Riverdog

Rotarian Internship Partners

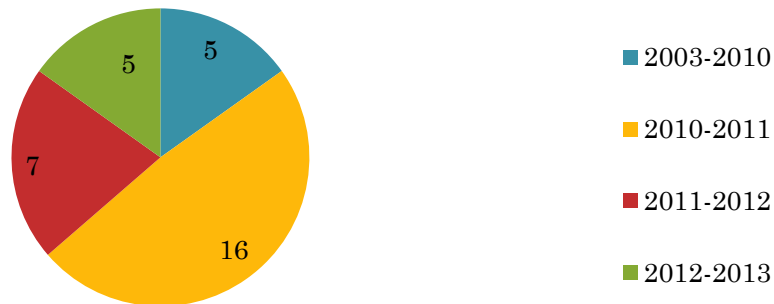
Currently the following businesses are internship partners:

Music Works, King County Library Services Distribution Center, City of Tukwila, Safeway, Talus Retirement Center, Masonic Lodge, Coinstar, Issaquah Fish Hatchery, Paradiso Olive Oils, Snoqualmie Valley YMCA, Head Games Hair Salon, Snoqualmie Senior Center, Pacific Outdoor Products, Fairwinds Redmond, Trinkets and Treasures, Plantscapes, Riverdog, and the University YMCA.



Nathan, University Family YMCA

PFW Internship Outcomes



Mock Interviews

Through mock interviews Rotarians continued to offer an exceptional experience for Transition students. As business



representatives, Rotarians provided an actual interview exercise where students shared their resume, experiences and skills. Rotarians provided students



feedback on their marketable skills, dependable strengths and assessed their interview technique. This information was invaluable to students and teachers as they developed career

portfolios in preparation of exiting the school system. Each student left with a certificate of completion after being introduced to the club from a Rotarian that interviewed them.

Programs that were involved were the Auburn Rotary/Auburn School District, Kent Rotary/Kent TOP Program, Issaquah Rotary Club/Issaquah School District, University District Rotary/Bellevue School District and Bellevue Rotary/Bellevue School District.

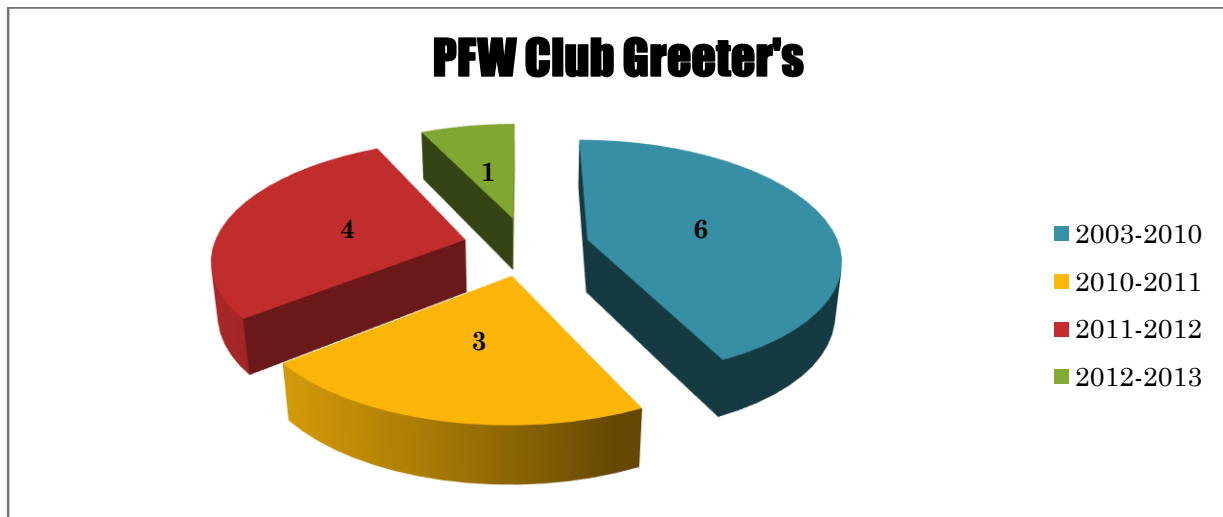
PFW Rotary Club Greeters

Fourteen Rotary Clubs have hired greeters through PFW. These yearlong “working interviews” are opportunities for transition students to improve work skills, expand their work experience and earn a paycheck while networking with business people on a weekly basis.



King County employment agencies are connected with students and the worksites provide a platform for the employment agency to build a relationship with their STW student.

Rotary clubs awareness about PFW is increased as a result of the greeter positions. Over the past three years, 12 greeters have gone on to paid employment which opens the door for additional students to take part in this aspect of PFW.



View our video: [Hire a PFW Greeter](#)

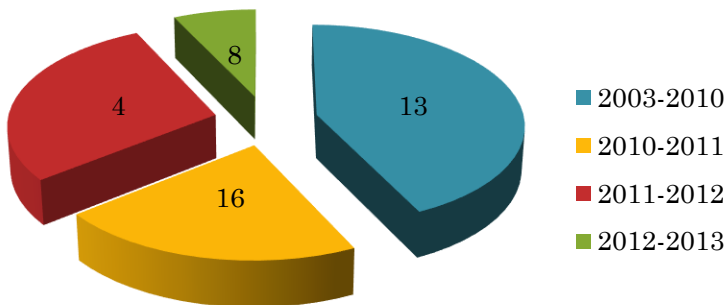
Rotarian Employment Partners



The ultimate outcome of paid employment is realized through PFW each year. We thank the following Rotarian led businesses that have hired individuals with developmental disabilities through the PFW project:

Uber Entertainment Inc., Chevron/Covington, Curran Law Firm, Panera Bread, Bonaci Jewelry, Albertsons, Safeway, NW Grating, Coinstar, Forward Mobility, Empire Facility Services, Issaquah Fish Hatchery, Zeeks Pizza, Evergreen Ford, The Dean Company, Primo Pizza, Walmart, Hard Rock Café, Academy Mortgage and SME Electric, Seattle Boat Company, Sunny Wonder Media.

PFW Employment Outcomes



BUSINESS LEADERS



Davis Wright Temaine

“Andrea makes the office a better place to work both through her efforts and through her character”

Beth Haimann, Supervisor

Through the partnership and leadership of Rotarian led business, Partners for Work continues to increase employment opportunities and outcomes for individuals with developmental disabilities!



View our video:

[PFW Hard Rock Event, Employers Perspective....](#)

PFW ANNUAL ACTIVITES

Rotary Club Presentations/Personal Follow up Meetings

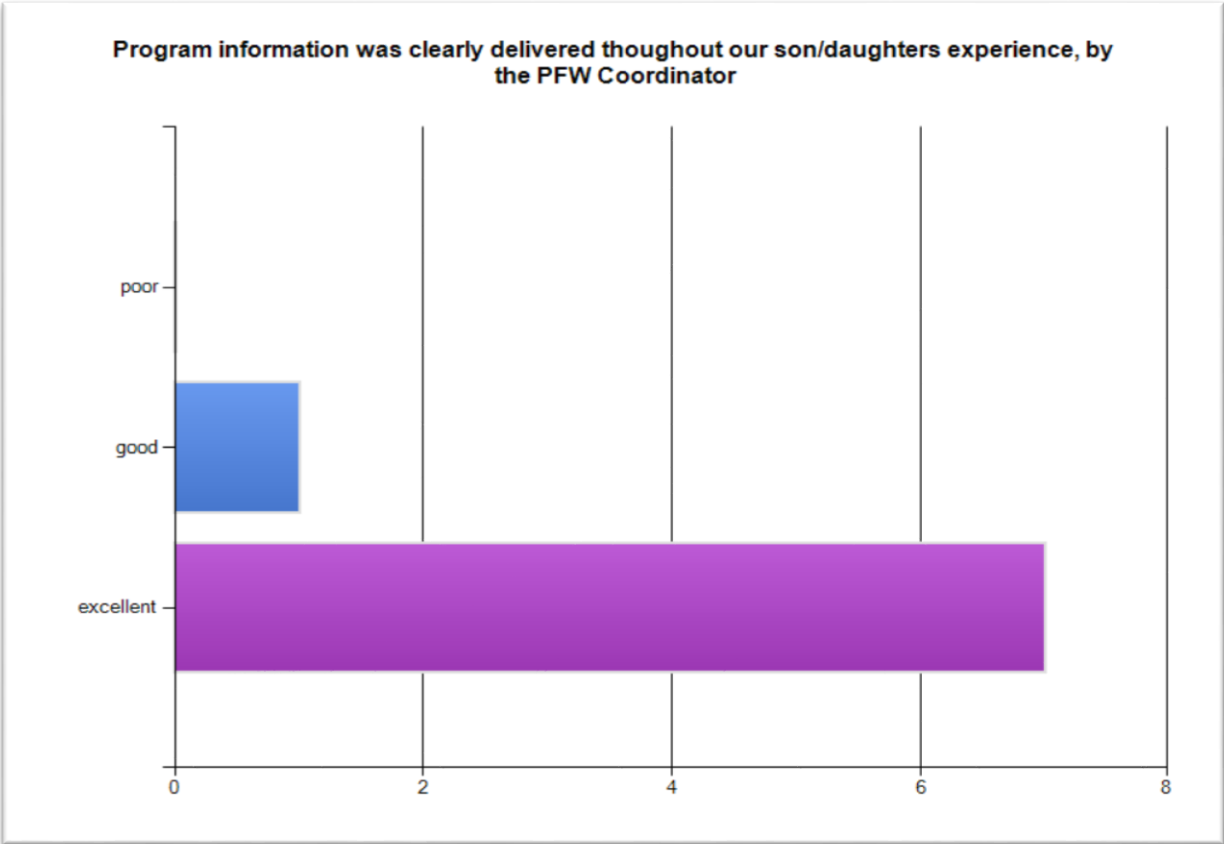
MONTH	ROTARY CLUB	# ATTENDEES	FOLLOW UP MEETINGS
JAN.2013	Bellevue Breakfast Bellevue Rotary	225-325	36
FEB.2013	Enumclaw Rotary Bellevue Rotary Lake Union Neighborhood	250-300	38
MAR.2013	Federal Way Breakfast Mercer Island International District	180-200	29
APR.2013	No Presentations this month		
MAY.2013	District Conference Bellevue Rotary	725-800	44
JUNE 2013	Ballard Rotary	50-55	11
JULY.2013	Bellevue Breakfast Issaquah	175-200	17
AUG.2013	Seattle Metropolitan Snoqualmie Rotary Covington Rotary	55-70	10

SEPT.2013	Issaquah Rotary	35	2
OCT.2013	Frank Devlyn/Dow Event Auburn Rotary Kirkland Rotary	125-150	28
NOV.2013	Woodinville Rotary Kirkland Rotary	100-125	13
DEC.2013	Lynwood Rotary	60-75	3

STW Participant & Family Survey

In order to ensure continued quality improvement for the project, surveys were sent to 8 families that participated in PFW activities.

1.)



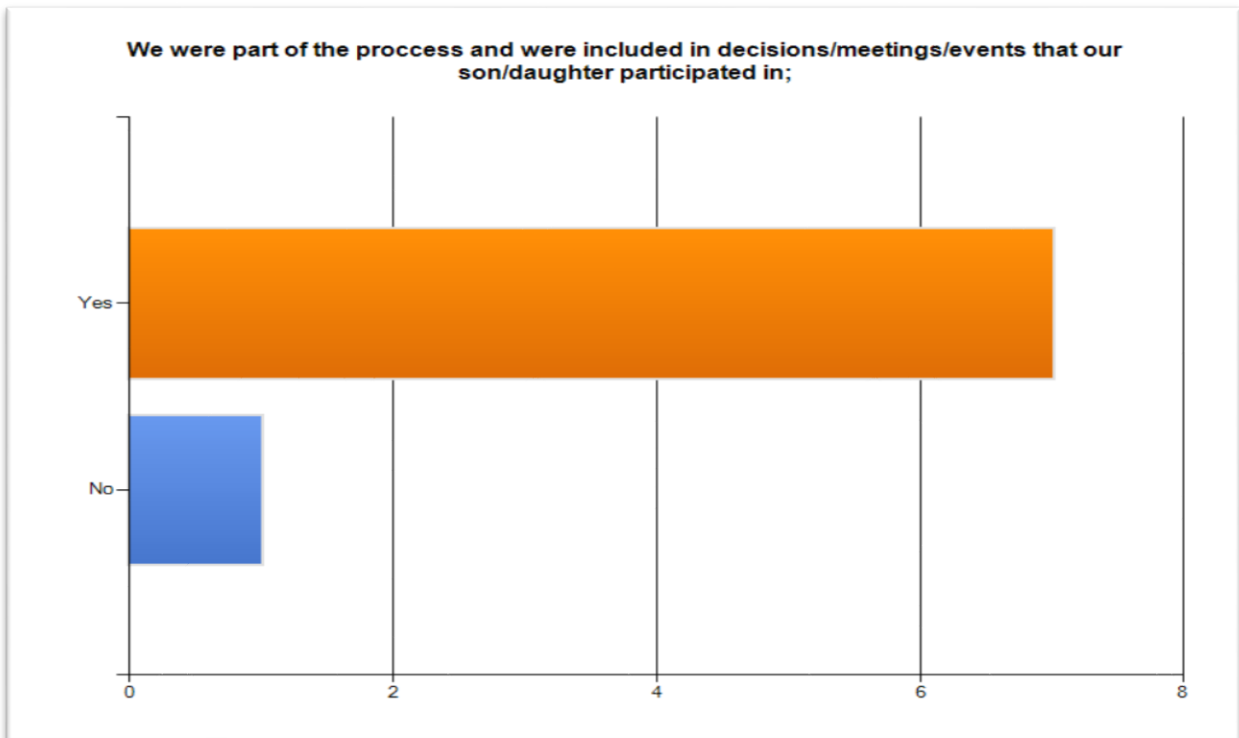
2.)

If issues/problems/concerns were experienced, we were able to solve them via;		
Answer Options	Response Percent	Response Count
PFW Coordinator	16.7%	1
School District Staff	0.0%	0
Employment Provider	50.0%	3
All of the above	33.3%	2
Comment		4
answered question		6
skipped question		2

Open-ended responses:

Number	Comment
1	Nothing has come up yet regarding problems or concerns.
2	We were fortunate, great transition for our son.
3	Everyone worked together extremely well.
4	There were no problems or concerns.

3.)



Open- Ended Responses:

Number	Comment
1	Very definitely, we felt we part of a team
2	We totally felt like part of the process, although we weren't included in every meeting. That made sense to me, as it was time for our son to be out in the working world and a bit more independent. However, it would have been helpful to know when meetings were taking place, so that parental input could be provided even if we didn't attend.
3	As parents we felt we were included in the entire process.

4.)

