



City of Seattle

Edward B. Murray, Mayor

Seattle Department of Human Resources

Susan L. Coskey, Director

City of Seattle Supported Employment Program

PROGRAM OVERVIEW: The Supported Employment program facilitates job opportunities for people with developmental disabilities at the City of Seattle. This program offers departments a creative and cost-effective approach to meeting business needs and diversifies and expands our workforce to include people with developmental disabilities. Each job is customized by bundling a variety of entry-level duties into positions that individually match candidate's skills, which also allows for maximization of the City's other fulltime resources. The Supported Employment program's hallmark is its capacity for adaptation to individual human and organizational needs.

Departments use the job title "*Office/Maintenance Aide*", which is designated for employees with developmental disabilities. This title intentionally has no job specifications associated with it in order to allow for maximum customization of each position. Currently, the City of Seattle employs 97 supported employees.

Job coaches provide training and coaching "support" as needed for the supported employee. Job coaches are a valuable resource for the entire workplace and are available at no cost to any employer who hires a supported employee. Coaches are dispatched from local community agencies that serve the employment-related needs of people with developmental disabilities.

RECOGNITION AND AWARDS: The City of Seattle's Supported Employment program is considered a "best practice" model and has been recognized locally and nationally with the following awards:

- **Community Leader** award from PROVAIL - 2014
- **Employer of the Year** award from APSE (*Association of People Supporting EmploymentFirst*) - 2014
- The first-of-its-kind "**Jobs Change Lives**" award from Seattle Central College in partnership with Mainstay - 2014
- **Employer Spotlight** award from the Association for Washington Business <http://www.wahireabilityspotlight.org/spotlights/city-of-seattle> - 2013
- **Governor's Employer of the Year** award from the Governor's Committee on Disability and Employment Issues - 2013, 2009, 1999
- **Outstanding Employer of the Year** award from the Community Employment Alliance – 2013, 2012, 2010

COMMUNITY ENGAGEMENT: In order to meet the high volume of employer requests for information and assistance, the City of Seattle holds regular "Supported Employment Best Practices" sessions for the business community. As a result, several employers have now duplicated (or are adopting aspects of) the City of Seattle's Supported Employment program including: Microsoft, Children's' Hospital, Starbucks, King County, Snohomish County, Washington State, City of Kent, City and County of San Francisco, and others.

PROFILES OF WORK CATEGORIES AND WAGES: Typically, food service and custodial work are often the primary employment options for people with developmental disabilities. However, at the City of Seattle 80% of supported employment opportunities are in office settings – which is unprecedented. The wages for the City’s supported employment positions are the highest in the nation.

Types of Work Performed at the City of Seattle:

- Office/Clerical: 80%
- Warehouse/Laborer: 12%
- Parks maintenance: 5%
- Janitorial: 3%

Wages and Years of Service at the City of Seattle:

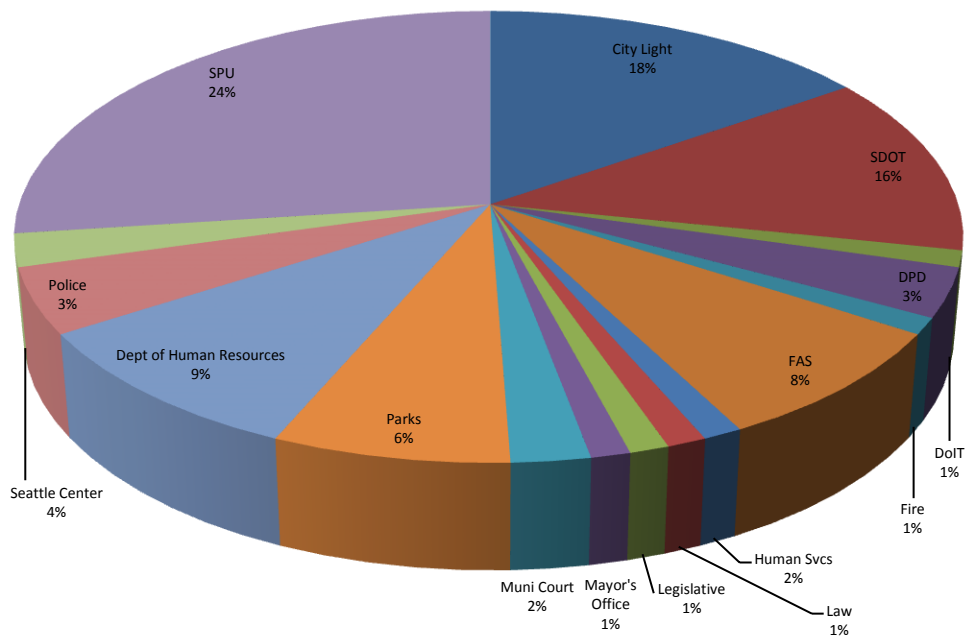
- Starting wage: \$15.00/hour (plus City of Seattle full benefits package)
- Average wage: \$15.90/hour*
- Average # of years as a City employee: 9 years (25% employed 14 years or longer)

**Average wage is higher than top of the wage scale because several employees have increased their scope of work over time and have been “incumbent rated” at a higher wage.*

97 supported employees are currently working in the following departments:

City Light	18
Finance and Administrative Svcs	7
Fire	1
Human Resources	8
Human Services	2
Information Technology	1
Law	1
Legislative	1
Mayor's Office	1
Municipal Court	2
Parks	6
Dept of Planning and Development	4
Police	3
Seattle Center	4
Seattle Public Utilities	23
Transportation	15
Grand Total	97

**Supported Employment Participation by Department
as of Feb. 1, 2016**
(rounded to nearest percentage)



ADDITIONAL INFORMATION: For more information on Supported Employment please contact Heather Weldon, Program Manager, in the Seattle Department of Human Resources at heather.weldon@seattle.gov or (206) 684-7922.