



City of Seattle

Jenny A. Durkan, Mayor

Seattle Department of Human Resources
Sue McNab, Director (Acting)

City of Seattle Supported Employment Program

Our Supported Employment program connects people with developmental disabilities to job opportunities at the City of Seattle. The program helps us include people with developmental disabilities on our team in creative and cost-effective ways, to meet business needs and diversify and expand our workforce.

We customize each job by bundling a variety of entry-level duties into positions that individually match candidates' skills, which also allows your other employees to maximize their time. The Supported Employment program's hallmark is its ability to design effective positions that adapt to individual human and organizational needs.

We designate the job title "*Office/Maintenance Aide*" for employees with developmental disabilities. The title intentionally has no job specifications associated with it, to allow for maximum customization of each position.

Job coaches provide training and coaching "support" as needed for the supported employee. Job coaches are a valuable resource for the entire workplace of a supported employee, 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: Our Supported Employment program is recognized as a "best practice" model, and has received numerous awards:

- "Outstanding Supported Employment Champion" award from Puget Sound Personnel - 2017
- "Community Leader" award from PROVAIL - 2014
- "Employer of the Year" award from APSE (Association of People Supporting Employment First) - 2014
- "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 Issues and Employment - 2013, 2009, 1999, 2017
- "Outstanding Employer of the Year" award from the Community Employment Alliance – 2013, 2012, 2010

Community engagement:

To meet the high volume of employer requests for information and assistance, we hold regular "Supported Employment Best Practices" sessions for the business community. As a result, several employers have replicated (or are adopting aspects of) our Supported Employment program.

Profiles of work categories and wages: At the City of Seattle, most of our supported employees – 82 percent – are in office settings. This unprecedented switch from food service and custodial work as the primary employment options for people with developmental disabilities is mirrored by our supported employees’ wages, which are the highest in the nation.

Types of work performed at the City of Seattle:

- Office/Clerical: 82 percent
- Warehouse/Laborer: 11 percent
- Parks maintenance: 5 percent
- Janitorial: 2 percent

Wages and years of service at the City of Seattle:

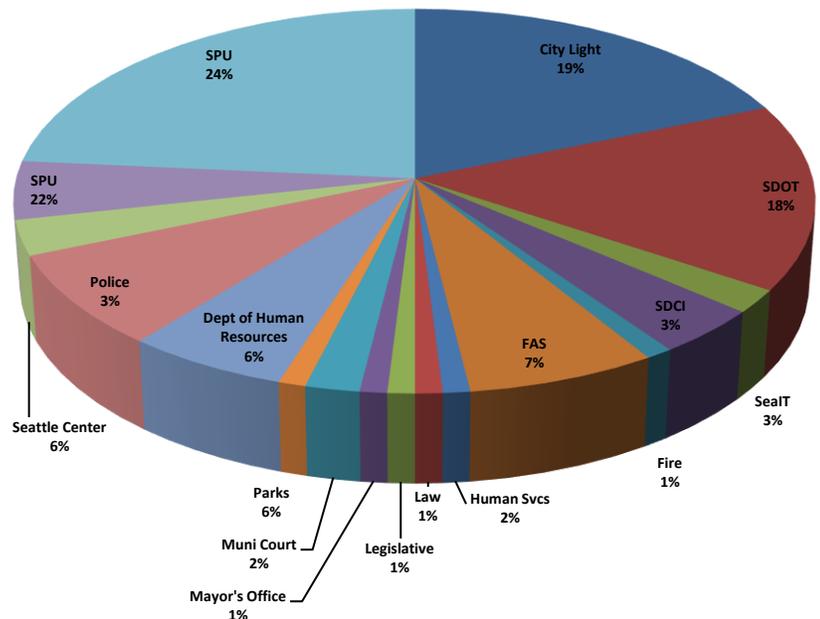
- Starting wage: \$16.11/hour (plus City of Seattle full benefits package, retirement, etc.)
- Average wage: \$16.89/hour*
- Average number of years as a City employee: 11 (25 percent employed 15 years or longer)

**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.*

110 supported employees are currently working in the following departments:

City Light	21
Finance and Administrative Svcs	7
Fire	1
Human Resources	7
Human Services	2
Information Technology	3
Law	1
Legislative	1
Mayor's Office	1
Municipal Court	2
Neighborhoods	1
Parks	6
Police	3
Seattle Dept of Construction and Inspection	4
Seattle Center	6
Seattle Public Utilities	26
Transportation	18
Grand Total	110

Supported Employment Participation by Department as of May 1, 2018
(rounded to nearest percentage)



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.