

# School-to-Work

## What is the School-to-Work program?



Housed within the Developmental Disabilities & Early Childhood Supports Division of King County's Department of Community and Human Services, **School-to-Work is all about jobs**, helping students with developmental disabilities seek and obtain paid employment.



With a motto of "Jobs by June", it is a student/family and system-wide partnership that connects students with developmental disabilities to employment services early, while students are still in their high school transition programs.

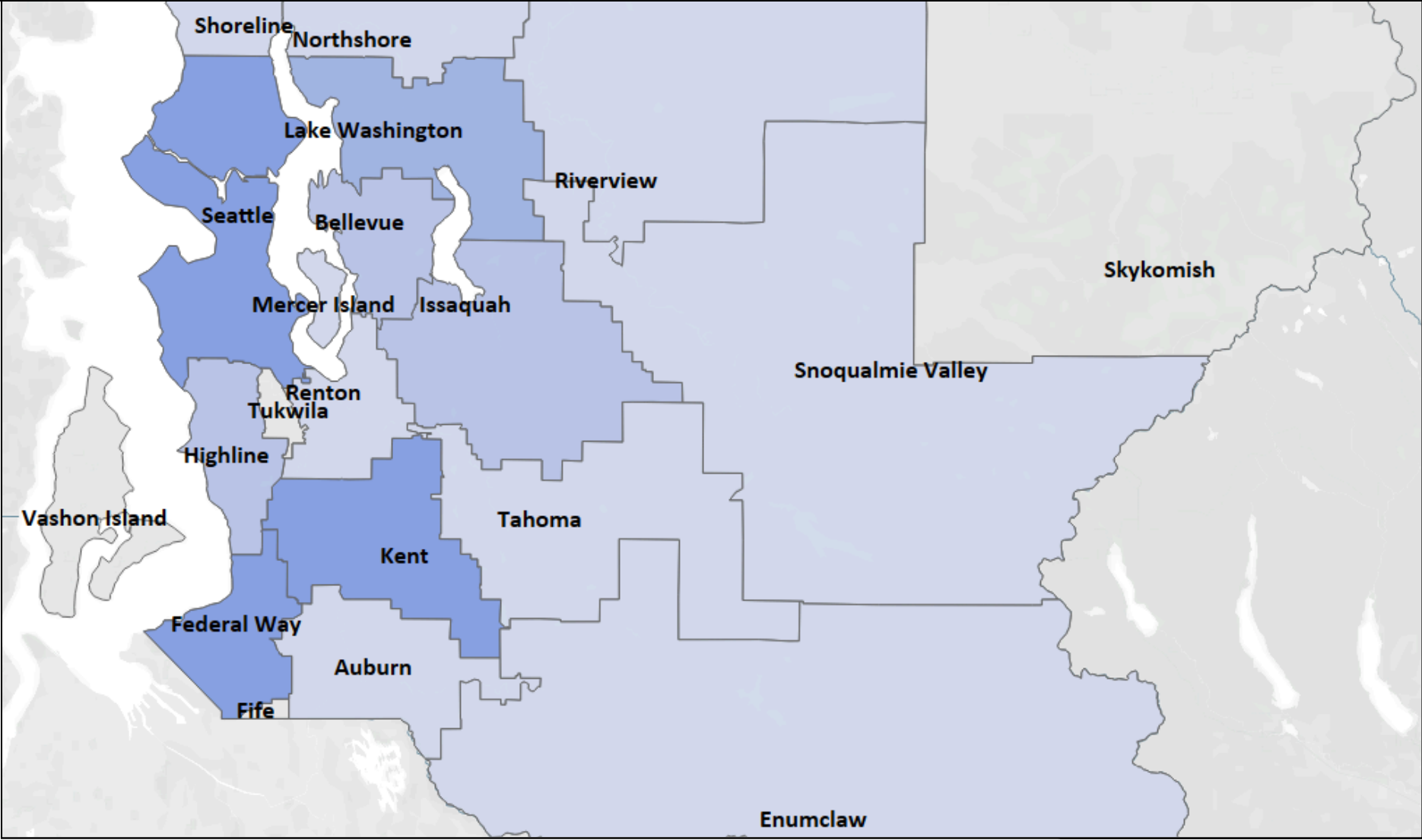
# School-to-Work

Who did we serve in 2024 and where did we serve them?

A total of  
**301**  
students were served by the  
School-to-Work program  
in 2024

Where did students go to school?
Federal Way School District
Kent School District
Seattle Public Schools
Lake Washington School District
Bellevue School District
Issaquah School District
Auburn School District
Highline School District
Mercer Island School District
Renton School District
Northshore School District
Shoreline School District
Tahoma School District
Enumclaw School District
Snoqualmie Valley School District
New Horizon
Riverview School District

## Which school districts had the most School-to-Work students?



\*Darker shaded areas indicate more students served

What languages did our students speak in 2024?

10

different languages were  
spoken by School-to-Work  
students in 2024

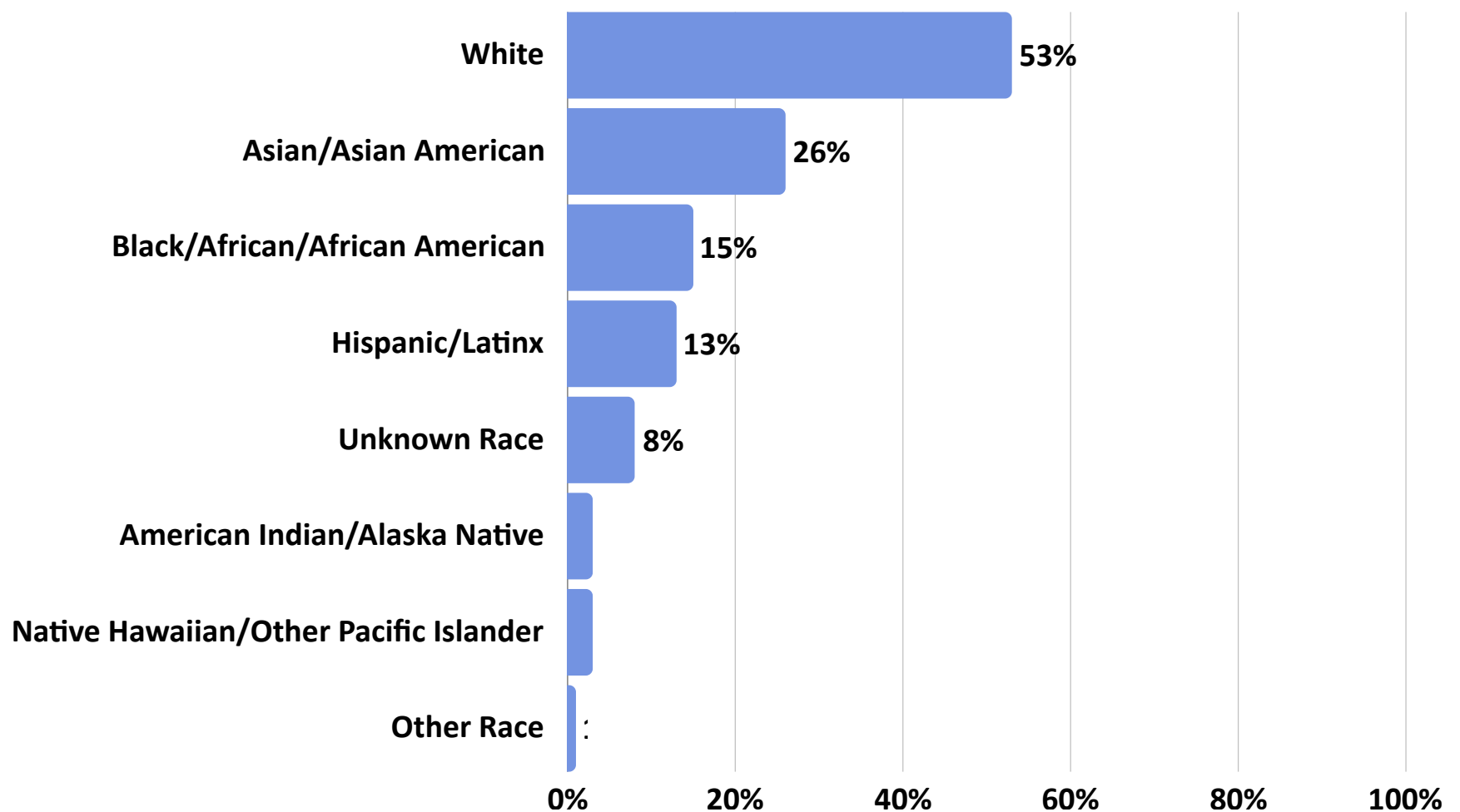
What languages did our students speak?  
(other than English)

Amharic  
Arabic  
Somali  
Ukrainian  
Spanish  
Cantonese  
Mandarin  
Vietnamese  
Russian

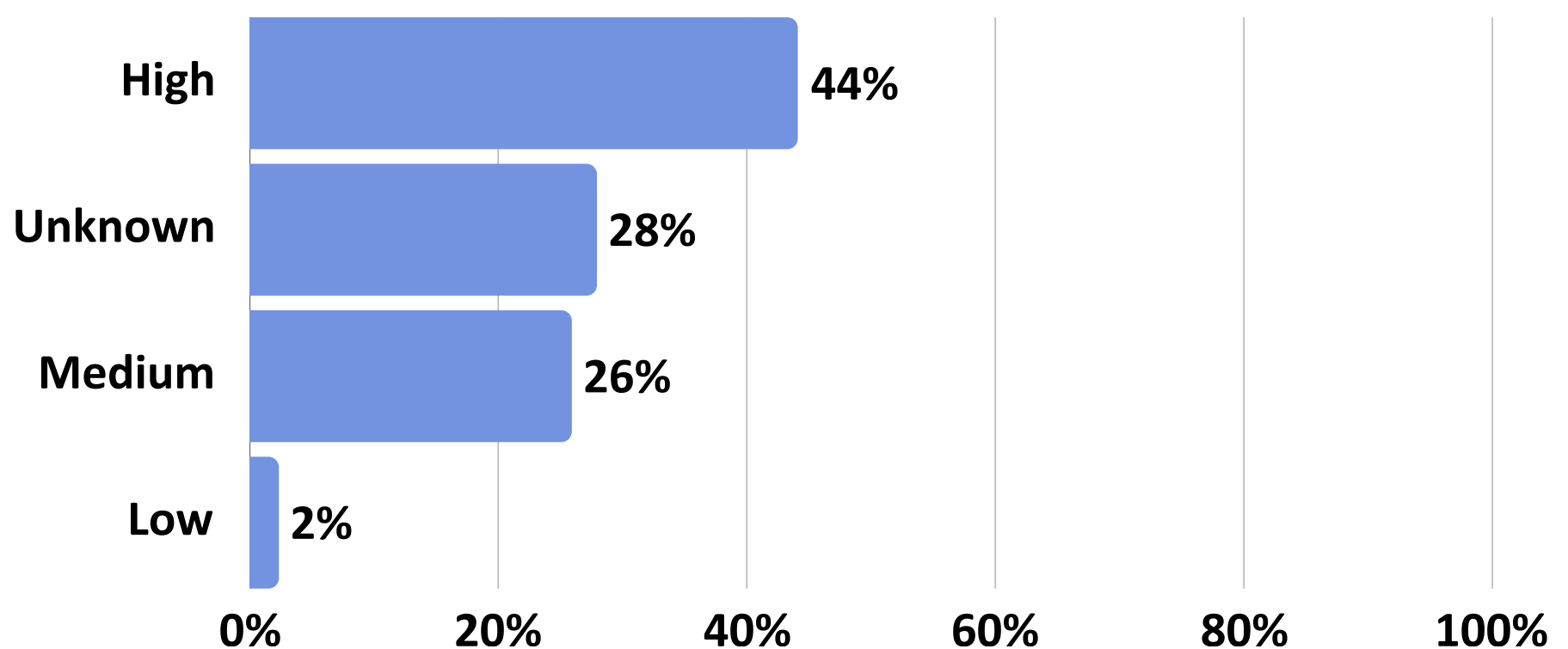
# School-to-Work

## What were the demographics of our students in 2024?

### Enrollment by Race/Ethnicity



### Enrollment by Level of Support Needed



*\*Some numbers are not shown in the charts above to protect the privacy of the students we serve. Race and ethnicity categories are inclusive. If a student identifies with more than one race or ethnicity category, they will be counted under both categories. As a result, percentages add up to over 100% since students can select more than one category.*



# School-to-Work

Where did our students work in the 2024 school year?



Who were our top 10 employers in 2024?

COMPASS GROUP
SAFEWAY
SAAR’S SUPER SAVER
JACENT STRATEGIC MERCHANDISING
FRED MEYER
VALUE VILLAGE
QFC
NEWPORT ACADEMY
JIFFY LUBE
BELLEVUE SCHOOL DISTRICT

# School-to-Work

What did our outcomes look like for the 2024 school year?

27%

of all students served in  
2024 achieved employment



23%

of students served in 2024  
with high support needs  
achieved employment

“A standout success story from this year is that of 'E,'...whose journey exemplifies the power of consistency, perseverance, and an open mind. 'E' faced the challenge of balancing a demanding school schedule with limited work availability, but he remained committed to his goals and took full advantage of every opportunity provided by the program...Through regular and consistent meetings, 'E' and his Employment Consultant built trust and made significant progress in his job search...

**'E's' persistence paid off when he secured a part-time position with an employer close to home, allowing him to manage his personal, educational, and work responsibilities effectively...He continued in his part-time position after graduation...”**

- Provider Agency

# School-to-Work

## Hear from our students!

““[Our son] started working with the S2W program while in his third year of transitions through his school district. He had wanted a job forever but needed a little guidance from a job coach...The first job coach our son had was great, however when she moved onto other things, we were a little nervous, but didn't need to be as she put [our son's current job coach] on his case and he was also wonderful!

He speaks to [our son] with integrity, and treats him with dignity and respect and helped [our son] to find a job, and helped guide him along...

**[Our son] has been gainfully employed for almost a year now and today he called me on his lunch break very excited to announce that he was just selected employee of the month!"**

-Student's Parent”



# School-to-Work

## Hear from our students!

“My experience with School to Work was great. I think the program was really helpful with getting ready for my first job. I had good communication with my job coach.

**I would tell anyone who is thinking about doing School to Work that at first it's a little scary but after the first two weeks you will love it.”**

-Student





# Community Inclusion

## What is the Community Inclusion program?

Housed within the Developmental Disabilities & Early Childhood Supports Division of King County's Department of Community and Human Services, **Community Inclusion services provide individuals the opportunity to participate in community-based activities that align with an individual's interests.**

For example, the program supports individuals to join social clubs, participate in community classes, or engage in volunteer opportunities. The intent of Community Inclusion services is to support people to build social connections and relationships, while learning, practicing and applying skills that promote greater independence and inclusion in the community.



# Community Inclusion

Who did we serve in 2024?

410

total participants  
served



70%

of participants with  
high support needs



1 in 4

Community Inclusion  
participants also receive  
Individual Employment  
services

# Community Inclusion

## Hear from our participants!

**"It is exciting to see Lauren live her passion of working with children and to know this is also an opportunity for her to give back to her community.**

**I am thankful for the supportive services Lauren is receiving, and I appreciate her Employment Consultant...for her advocacy. Lauren's contributions make a significant impact, allowing the community to benefit from the inclusion of adults with disabilities."**

**-Lauren's Guardian, Participant Enrolled in Both Community Inclusion and Individual Employment**





# Individual Employment

## What is the Individual Employment program?

Housed within the Developmental Disabilities & Early Childhood Supports Division of King County's Department of Community and Human Services, **Supported Employment services support individuals to gain and maintain a paid job in the community.** In partnership with a job coach, individuals can explore employment options to discover and identify work preferences, needs, skills, interests, and abilities.

Supports may also include interview and resume preparation, a time-limited work experience in a real job environment, the creation of customized jobs matching skills and interests, and ongoing on-the-job training.





# Individual Employment

Who did we serve in 2024 and where did we serve them?

Approximately  
**2,400**  
participants served  
in 2024

Where did our participants live?		
Algona	Kenmore	SeaTac
Auburn	Kent	Seattle
Bellevue	Kirkland	Shoreline
Black Diamond	Lake Forest Park	Snoqualmie
Bothell	Maple Valley	Tukwila
Burien	Medina	Woodinville
Carnation	Mercer Island	Yarrow Point
Clyde Hill	Milton	
Covington	Newcastle	
Des Moines	Normandy Park	
Duvall	North Bend	
Enumclaw	Pacific	
Fall City	Redmond	
Federal Way	Renton	
Issaquah	Sammamish	



\*Darker shaded areas indicate more students served

# Individual Employment

What languages did our students speak in 2024?

40

different languages were spoken  
by Individual Employment  
participants in 2024

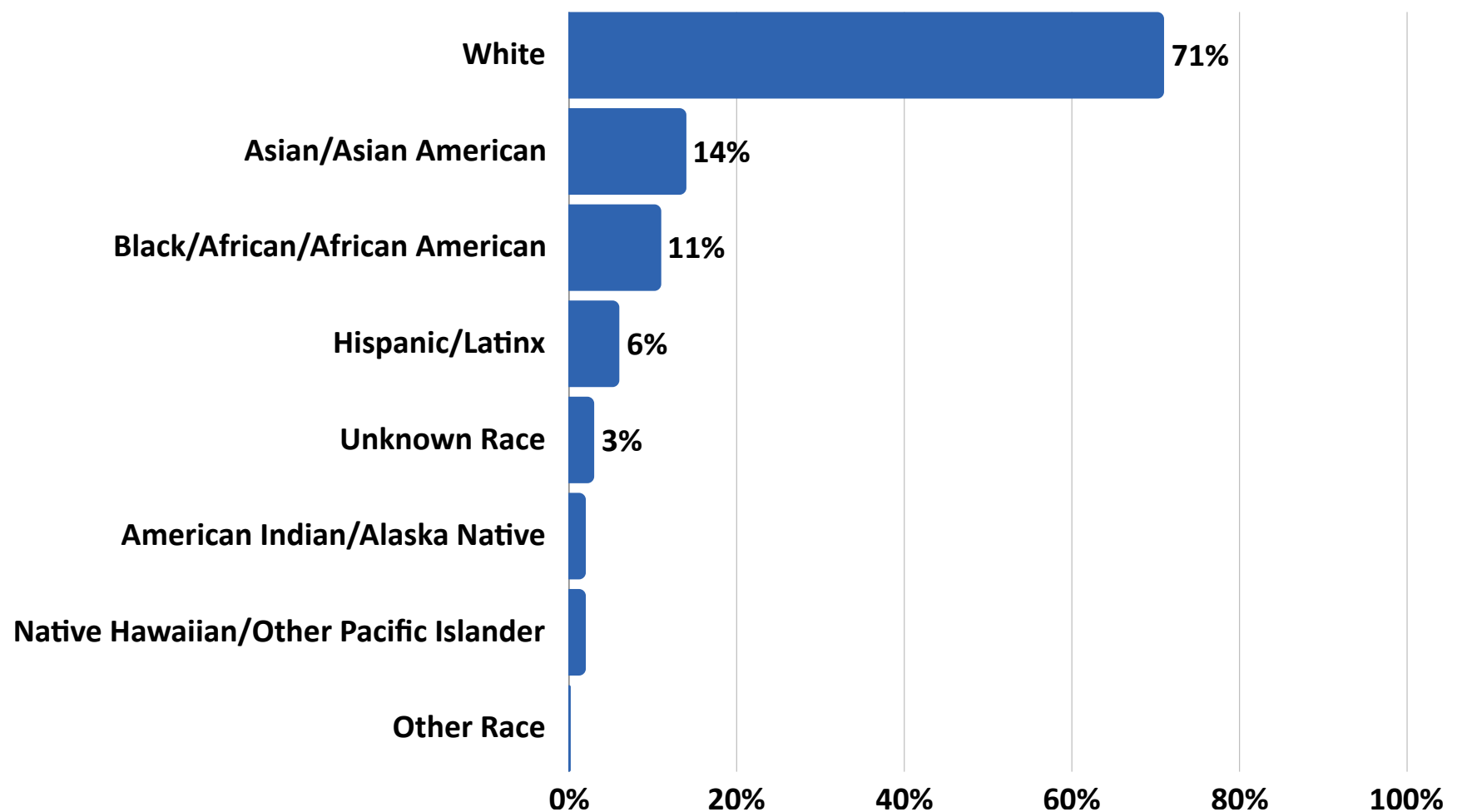
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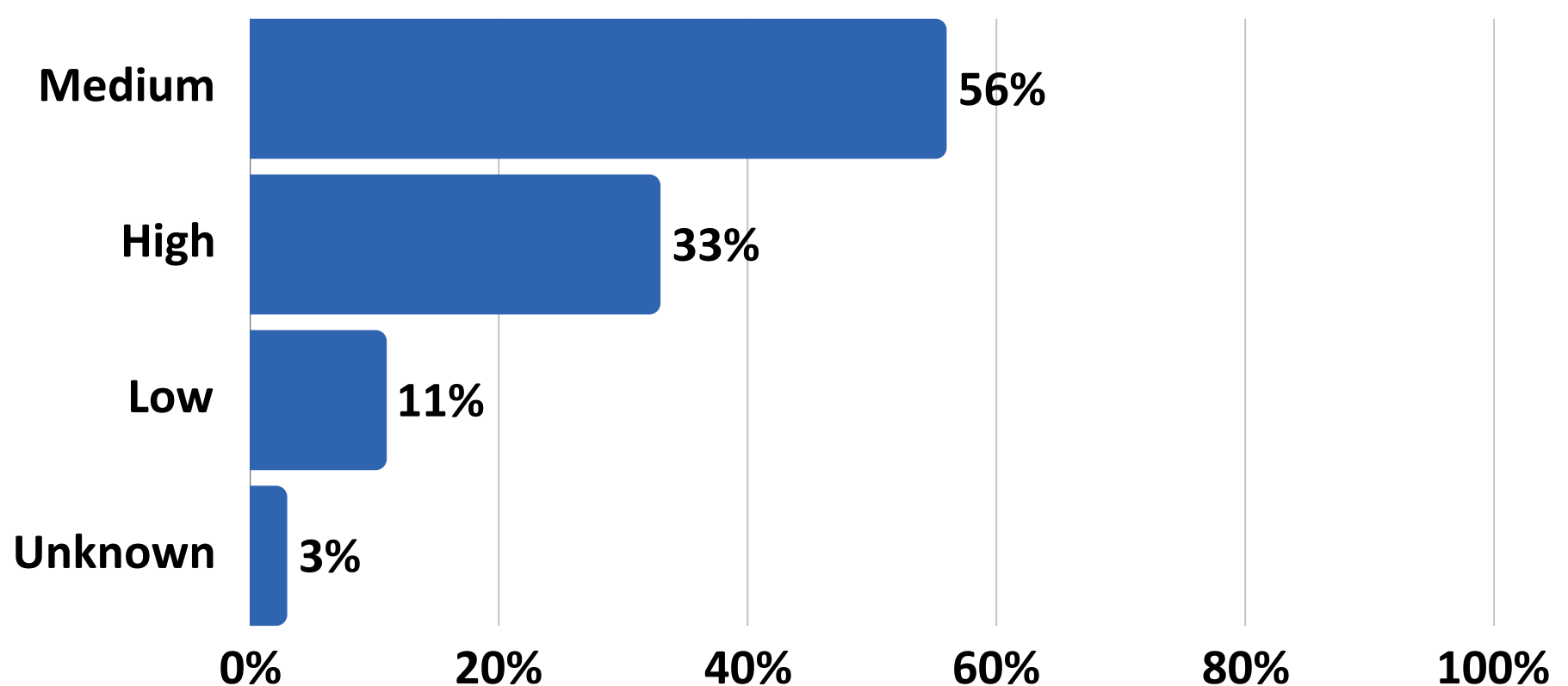
# Individual Employment

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# Individual Employment

Where did our participants work in 2024?

What types of jobs did participants obtain?



Who were our top 10 employers in 2024?

SAFEWAY  
COMPASS GROUP  
CITY OF SEATTLE  
MOD PIZZA  
KING COUNTY  
FRED MEYER  
QFC  
TRADER JOES  
AMAZON



# Individual Employment

What did employment look like across our program in 2024?

**\$18.25**

median hourly wage



**1,681**

total participants  
employed



**11 hrs**

average weekly hours  
worked

# Individual Employment

Hear from our participants!



**“Having a job is important because it makes me a good leader and helps me build a better future.”**

**- Alexander Hubbard, known as Fantasy A**



**“It’s given me a paycheck, but more than that, it’s given me connections and a place to belong...I feel safe and supported here.”**

**- Krista Leimbacher**

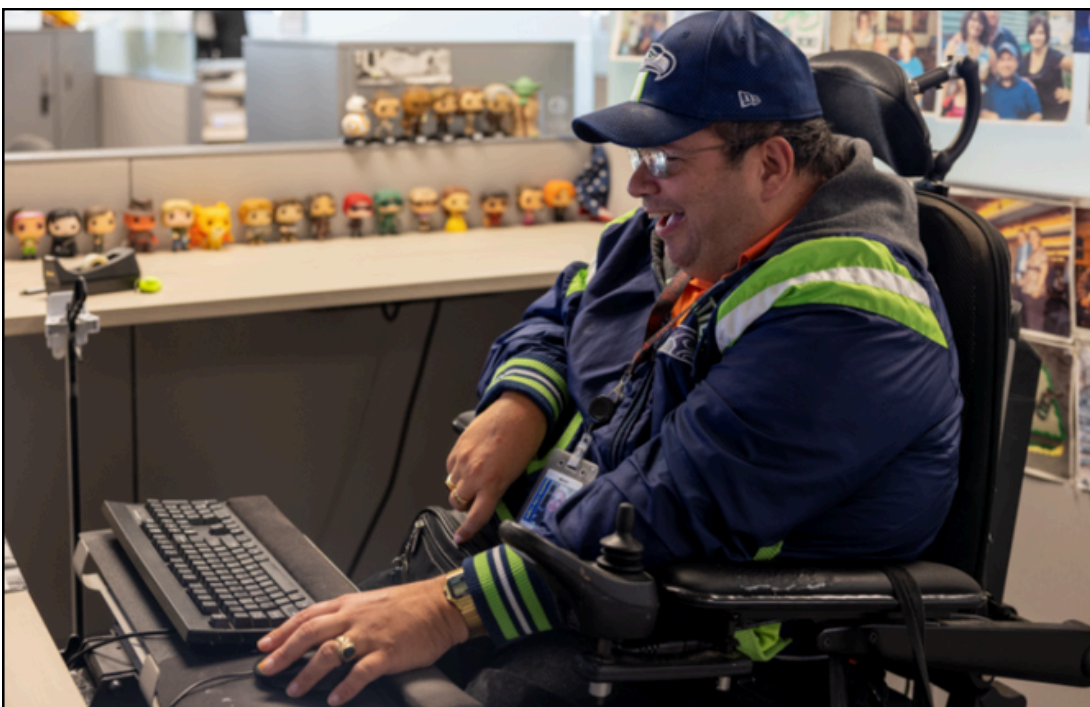
# Individual Employment

Hear from our participants!



**“I like having a job because it gives me the opportunity to work on different projects and collaborate with others.”**

**- Kendall Lum**



**“My job has given me financial stability and independence...my coworkers are like family to me.”**

**- TJ Maciel**