



## Asotin County Community Services Employment Newsletter

Serving the Lewis-Clark Valley since 1973

*All people living, working, learning and playing in a community based on abilities, not disabilities.*

Our phone number: (509) 758-8349; Our website: [www.asotincountycommunityservices.com](http://www.asotincountycommunityservices.com)

April 2018 Edition Designed by Vanessa Lombard; Edited by Cynthia Tierney

**ADVISORY:** Our March 21st Advisory Group Meeting focused on updating our website. We hired a small technology consultant firm to work with us to make the website more functional, informative and user friendly. We encourage everyone who has an interest in ACCS to visit the old website [asotincountycommunityservices.org](http://asotincountycommunityservices.org) and email your suggestions to [ctierney@co.asotin.wa.us](mailto:ctierney@co.asotin.wa.us), or give us a call at 509-758-8349. Advisory meetings are held at least 5 times per year, or more often if needed. The next time we announce an advisory meeting, please consider dropping by. We are not a formal board, and all are welcome to attend, give input and enjoy refreshments. Recommendations of the advisory group are passed on to the county commissioners.

**JOB OPENING:** ACCS is advertising for a job developer. Successful sales experience is ideal, along with ability to work with multiple employers with the goal of hiring qualified individuals with disabilities.

**REQUEST FOR QUALIFICATIONS:** Asotin County is seeking qualified providers to provide DDA funded Individual Employment and Community Inclusion services for the new contract year 2018-2019, which starts July 1, 2018. Interested agencies please email your letter of interest to: [ctierney@co.asotin.wa.us](mailto:ctierney@co.asotin.wa.us)

**LEARN MORE ABOUT THE EPIC COALITION:** Asotin County is proud to support the EPIC Coalition, led by Kristi Sharpe, and funded through DSHS Prevention Dollars. Recruiting new members NOW! Learn more by visiting <https://www.facebook.com/ClarkstonEpic>

**SAD NEWS FOR Zags Fans:** Gonzaga's young team made it all the way to the SWEET 16, before losing to the Florida State Seminoles on March 22. Time to go fishing, Mark Few. You deserve the rest. Thanks for an epic season.



March is **Developmental Disabilities Awareness Month**, and it was in the month of March that British scientist, professor, and author, Stephen Hawking, died at the age of 76 years old. Hawking was 21 years old when he was diagnosed with ALS, a neurological condition that causes people to gradually lose control of their voluntary muscles. He was expected to live only a few more years. Instead of dwelling on his condition or worrying about the things he was unable to do, Hawking lived his life as normally as possible. He believed that regretting his condition or the things he could not do was a waste of the limited time that he had on earth.

Hawking beat the odds and went on to perform groundbreaking work in physics and cosmology, writing books that helped to make science accessible to everyone. He lived an astonishing 55 years past his ALS diagnosis. His legacy will live on forever.



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**Safety Meetings** occur at 1:30PM on the 3rd Wednesday of each month and are required for people who work on federal contracts. The next meeting is April 18.

**Double Check Your Timesheet:** We have systems in place for accuracy, but systems are not human proof. Check your timesheets against your own records and call us if you find an error.

With Washington's unemployment rate at a low 4.5%, and nationally at 4.1%, employers everywhere are looking at the way they attract and recruit new workers, The following is directly quoted from an article by Paul Davidson, USA Today, published March 5, 2018

"Some companies have been hesitant to hire disabled workers because of concerns about safety and liability, says Glazer and Janet Bruckshen, head of Washington Vocational Services, which places and trains workers. Remedies are widely available. Smartphones with voice recognition help deaf grocery store workers talk to customers. Standing desks aid workers with attention-deficit disorder who find it hard to sit for long periods.

"Robert Holder, 31, who has multiple sclerosis and recently got a part-time job at the welcome desk of a YMCA in Mauldin, Mass., has asked for a phone headset and a special keyboard. "You feel like you're getting back to society," says Holder, 31, who had searched eight months for work.

"Some businesses are going further, modifying job requirements. Shannon Goodall, 31, of Edmonds, Wash., hunted fruitlessly for a job for five years. She has a learning disability that makes multitasking and interacting with customers difficult. But Papa Murphy's, which makes pizza and other food to cook at home, hired Goodall about a year ago, allowing her to prepare food while shifting her customer-service duties to co-workers.

"I was looking for a job that wasn't secluded," says Goodall, adding that she was isolated from customers and co-workers in previous positions.

"Noting that many staffers are college students who quit after a few months, her manager, Taylor Allcock, says, 'It's really nice having someone around who I can depend on.'

"The number of disabled people in white-collar jobs is also growing. Microsoft long has hired people with autism for software developer and data scientist positions as part of its normal recruitment. But the company realized many qualified candidates were screened out during phone interviews, says Neil Barnett, Microsoft's director of inclusive hiring. Skilled computer programmers are coveted, with Microsoft perennially struggling to fill hundreds of openings.

"So the software giant overhauled its selection process for autistic candidates, stretching a typical one-day interview and testing regimen to 4½ days. Candidates are interviewed, but the conversations are spaced out and emphasis is on tasks that show how well they help co-workers and take leadership roles.

"Hiring managers are told to downplay such things as whether an applicant makes eye contact. And if he or she simply answers a question with a "yes," or "no," the manager is instructed to follow up.

"We're finding tremendous talent," Barnett says. "We feel we have the types of roles that would be a good fit. 'People with autism tend to pay more attention to detail and are quick to spot patterns, he says.

"Joey Chemis, 30, a Microsoft data scientist who previously worked minimum-wage jobs despite degrees in applied math and statistics, says prior hiring managers "found me a little intense." Microsoft "let us spend time on campus getting acclimated.

"PricewaterhouseCoopers, the big accounting and consulting firm, has learned that workers with autism focus intently on repetitive duties required in positions such as tax managers, says Brad Hopton, who oversees the firm's disability inclusion programs." <https://www.usatoday.com/story/money/2018/03/05/willing-and-able-disabled-workers-prove-their-value-tight-labor-market/375774002/>