

Comprehensive Vocational Evaluation

Community Based Assessment

Job Placement Services

Job Retention/ Job Coaching Services

Accommodation Consultations

Get Involved with NVSU:

Guest Speaker At Job Club, we have been fortunate to have employers and other professionals volunteer an hour of their time to speak to our clients. You don't need a long prepared speech, just your willingness to share what you do and to be open to questions. Our clients benefit from talking with people in different professions and businesses. If you can spare an hour, come share your work with NVSU Job Seekers. Contact Dr. Robert Fraser at rfraser@uw.edu

Join the nonprofit board Have a desire to give back? Become a member of our nonprofit board and get involved with an organization assisting individuals with neurological conditions to achieve long term gainful employment. Our board is seeking professionals with all types of backgrounds, fundraising, marketing, law, sales, IT, to just name a few... If you are interested in learning more about the board, contact board president Matt Storey at matt@directinteractions.com

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HELPING TO BRIDGE THE EMPLOYMENT GAP FOR INDIVIDUALS WITH NEUROLOGICAL CONDITIONS

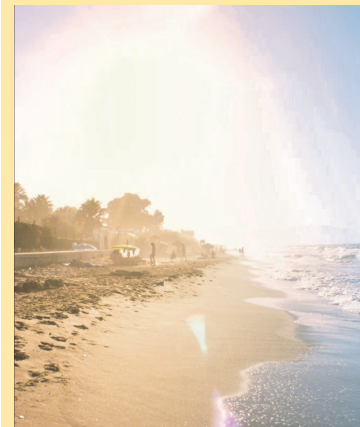
NVS & NVSU
 Employment Bridge Newsletter

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HELPING PEOPLE WITH NEUROLOGICAL CONDITIONS GAIN INDEPENDENCE, ONE PERSON, ONE JOB, AT A TIME.



UW: Partners with Business, NVSU, provides vocational assessment, job placement and retention services to individuals with neurological conditions, helping them lead a productive life. In addition, through research, teaching and distribution of information, the unit serves as a national resource in the field of vocational rehabilitation.

Diversity and Inclusion Outreach
 directly assisting NVSU clients

by Robert Fraser, Ph.D.

Employers are becoming increasingly concerned over the workforce's diversity. The recent Allegis Group report (2018), based upon 500 businesses, indicates that:

- +35% percentage by which diverse companies are more likely to financially outperform their industry medians
- 2.3 times higher cash flow per employee, the revenue advantage for companies with mature diversity programs
- 1.7 times more innovation, the estimated likelihood of a company with a mature diversity program being an innovative leader
- 67% improved candidate attraction, the percentage of job seekers considering diversity as a factor when evaluating jobs within companies



In sum, "diversity is becoming a major factor in doing good business." As Jim Mahoney of JP Morgan Chase said to me as I was congratulating him on his outreach program for qualified works with autism, "No thanks needed, Bob! We've evaluated the productivity numbers on these employees and they are way above average – this is solidly good business." Jim went on to relate that by 2020, JP Morgan Chase has a specific goal of hiring hundreds more qualified workers with autism.

This Diversity and Inclusion surge is affecting our program and clients. In June, we placed a software engineer through the Microsoft Autism Program at a solid six-figure salary plus benefits. Microsoft interviews and assesses for talent in the traditional manner, but then provides the client with a tailored orientation program inclusive of some of the interpersonal, processing, and other challenges, that can relate to the disability, with recommendations and then include an assigned job coach. Microsoft also has an autism specialist available to refine and monitor their program.

Other companies in the Diversity and Inclusion effort have partnered with a broker, such as the non-profit ViaQuest Foundation, to handle this outreach and on-boarding effort to qualified workers with disabilities. Jason Weppelman, Inclusion Services Director for ViaQuest, recently called me on his vacation from the Keys to provide specific feedback on clients we'd referred to a Cintas job fair that he'd coordinated. These newer "Diversity and Inclusion Brokers" can be great allies and partners in successful vocational rehabilitation outcomes. We thank all our new Diversity and Inclusion partners, and trust that this newer practice is not simply a temporary surge, but the new norm in conducting "responsible, good business"!

Our Client's Journey:

Mr. T moved to the Seattle area after 13 years in a high-stress position with a major medical equipment company in Information Technology (IT) and Project Management (PM). While he had been successful in his role there, he did not see this type of work environment as being an optimal fit. Through a series of discussions, it became apparent that Mr. T needed to return to work, and would likely be most successful returning to the field of IT or project management, as long as a work-life balance could be achieved.

Depression and anxiety were Mr. T's main barriers to employment success. Social anxiety kept him from engaging with others in a networking capacity. At the beginning of his job search journey, Mr. T applied for many jobs online. This consisted of a standard pattern: identify a relevant job lead, fill out the online application, submit, and wait. And wait some more... Rinse and repeat.

Mr. T quickly identified a problem with online applications: Lack of response.

Through one-one-one meetings and participation in job club, Mr. T was encouraged to dedicate his efforts to in-person networking. Through dedication to the process and self-improvement, Mr. T gained the knowledge—and confidence—he needed to pursue networking opportunities.

Through development of support and “networking coaching”, he made the effort to attend local job fairs. At these job fairs, he made several contacts, to include a recruiter who provided detailed feedback regarding his resume. Mr. T took the advice, overhauled his resume, and continued to attend job fairs.

This story truly is one of perseverance. Mr. T connected with his job through networking not once, but twice with the same recruiting agency: While at a job fair a few months later, Mr. T re-visited the recruiter who had provided feedback on his resume and established further contacts within the company. After several talks with one of his new contacts, Mr. T was submitted for a long-term contract position with a six-figure salary with a preeminent company in the information and entertainment industry. This position appeared almost tailor-made to his experience and his skillset in Project Management.

There was no lack of response regarding his application this time. Mr. T was offered an interview within days of the application submission, and was offered the position within a week after his interview. He took the job.

Mr. T continues to take the lessons he learned during his time searching for a job to heart, and has searched out opportunities to network within his role in the company. He was informed that contract positions within the company have over a 90% transition-rate to permanent employment. Mr. T is happy to hear that, as, from what he tells us, his position affords him the work-life balance he was looking for all along.

NVS ANNUAL GALA

WE DID IT!

WE REACHED OUR GOAL OF \$35,000

The 14th NVS Annual Gala, featuring Dr. Nick Poolos, took place at the Panoramic Room in the Pacific Medical Center.

Thanks to all of our donor and sponsorship support we were able to reach our goal of \$35,000.



THANK YOU
TO OUR SPONSORS



The Planned Giving Corner

The Charitable IRA Rollover

Did you know there was an easy and tax effective way to support the work of NVS?



- If you are over the age of 70.5 the tax law allows you to gift directly from your IRA to a qualified charity such as NVS.
- The transfer will not be included in your income for the year (or generate a tax deduction), will meet the requirements of your Required Minimum Distribution, and may be for up to \$100,000 (for all charities)!

Your gift to NVS goes **directly** to support job accommodations and onsite job coaching services. NVS administration and board activity are volunteer based.

**For more information contact us at
info@nvsrehab.org**

To make a donation please call Robert Fraser at 206.744.9130 or visit our website

<http://nvsrehab.org/get-involved/donation/>