



Transition Services

The goal of Transition Services is simple, provide access to the largest bank of employment opportunities to people with disabilities in the state. Visit Transition Services soon.

- Newest adaptive technology and software for people with disabilities.*
- One-On-One personalized service to help guide clients to employment. Open to Case Managers and other employment professionals and their clients.*
- Access to the State's largest job listing database used by employers to find new employees.*
- A variety of employment resources. Transition Services provides access to training opportunities, classes that help build effective resumes, instruction in interviewing techniques, skills building and more.*
- Highest respect for individual needs and privacy.*

*Andrew Hoat Le,
Disability Program Navigator
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*The Everett Station Building,
3201 Smith Ave. third floor, Everett, WA 98201*

Snohomish County Workforce Development Council and partners are all equal opportunity employers and providers of employment and training services. Auxiliary aids and services are available upon request to persons with disabilities.

TTY/TTD 425-743-5994



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Transition Services

Investing in Business & Careers
Opening Employment to people with disabilities.

No two businesses or jobs are exactly alike, and no two employees are the same. Identifying the many strengths of an employee helps build a good fit and increases the competitiveness of any business. People with disabilities have abilities that employers have turned to assets. Find the talents you need as an employer, discover them through WorkSource Transition Services in Everett.



Two major Dupont sponsored studies conducted over a 9 year period found 90 to 92% of employees with disabilities rated average or better in job performance.



Untapped talent at your doorstep

A vast pool of untapped talent in your community exists. People who are fully prepared and readily available to go to work for you.

Aggressive efforts by state, federal and local agencies have been initiated to help decrease the high unemployment rate of people with disabilities. Many of the obstacles lie in employer perceptions and fears that result in talented, dedicated people not being hired.



WorkSource has funding from a Department of Labor grant to increase employment and training, increase access to careers, and to provide technical support to people with disabilities to increase their ability to find gainful jobs and careers.

Employer Myths and Facts

Opening doors to people with disabilities

Myth: “People with disabilities are unable to meet performance standards.”

Fact: Studies and employer interviews prove that this idea is untrue. People with disabilities are better prepared than ever before to rise to the needs of employer performance standards and are very competitive in meeting performance requirements.

Myth: “Accommodating workers with disabilities is expensive and burdensome to employers.”

Fact: Most workers with disabilities require no special accommodations. The costs for those who do require support are minimal. Studies by the Job Accommodations Networks show that 15% of accommodations cost nothing, 51% of accommodations cost between \$1 to \$500, 12% from \$501 to \$1,000 and 22% over \$1,000.

Myth: “People with disabilities have a higher than average rate of absenteeism.”

Fact: Studies again show that absentee rates are not more significant than any other employee based on yearly averages. Also important to note is people with disabilities tend to remain with an employer longer than average and have a higher retention and loyalty rate.

Myth: “Employees with disabilities are more likely to have accidents on the job.”

Fact: The Dupont study comparing people with disabilities to other employees found the frequency of on-the-job injuries are not higher for employees with disabilities but the same.

Want to know more? Find how your company can benefit, and your community can benefit from hiring people with disabilities, contact Andrew Le today.



The WorkSource Transition Services office currently serves approximately 30 people per month. Along with client services and training seminars for WorkSource staff, additional services to employers are provided. Seminars and training for community organizations and agencies identify a variety of information resources available. The Navigator offers support for people with disabilities and to employers who have positions to fill with people anxious to work.



Andrew Le, Disabilities Program Navigator

The WorkSource Transition Services office offers the newest adaptive technology appliances, data systems and software to people with a variety of disabilities to provide full access to employment opportunities.

Transition Services is designed to allow clients and Case Managers the opportunity to work together in gaining access to job resources. Private workstations can be reserved for client assessment needs. Andrew Le is also available to help people with disabilities on a personalized basis. His education and experience as a Division of Vocational Rehabilitation professional insures customer confidentiality, accommodations, accuracy and sensitivity to the needs of people with disabilities.

For additional information about services to people with disabilities and services to employers, contact;

Governor’s Committee on Disability Issues and Employment

Technical Assistance Clearinghouse

(866-) 438-3292 (360) 438-3167 (TTY)

Email; dcolley@esd.wa.gov