



ALLIANCE

Building Inclusive Alliances:
Inspiring Our Community for Change



Annual Report
Fiscal Year 2024

Message from SEEC CEO Karen Lee

This year's SEEC Annual Report focuses on Alliance — **building connections** that empower the people we support to **live, work, and thrive**.

At SEEC, we believe that **inclusion** is not just the right thing to do; it is **essential** for a **resilient** and **thriving community**.

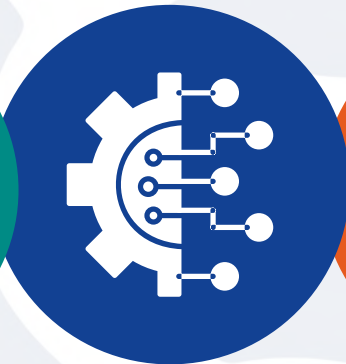
This report shares real examples of how people are included: job seekers navigating the employment process through successes and challenges along the way; making technology available to all so people can share their voice and dreams; and Direct Support Professionals (DSPs) building connections with the people they support to become true allies. These actions show the power of working together.

In this year's Impact Report, we share examples of inclusion with ideas to inspire you to build alliances and spaces where you live, have fun and work! Included in this report is a playbook, with SEEC's step by step process to promote belonging and inclusion, to guide, inspire and enhance our community.

EMPLOYMENT



ASSISTIVE
TECHNOLOGY



TRANSITIONING
YOUTH





Building Alliances for Employment: Matching Employer Needs and Job Seekers

At SEEC, we believe meaningful employment is a cornerstone for people belonging in their community. This year, our efforts to connect job seekers we support to opportunities in the workforce exemplifies the power of alliances in action.

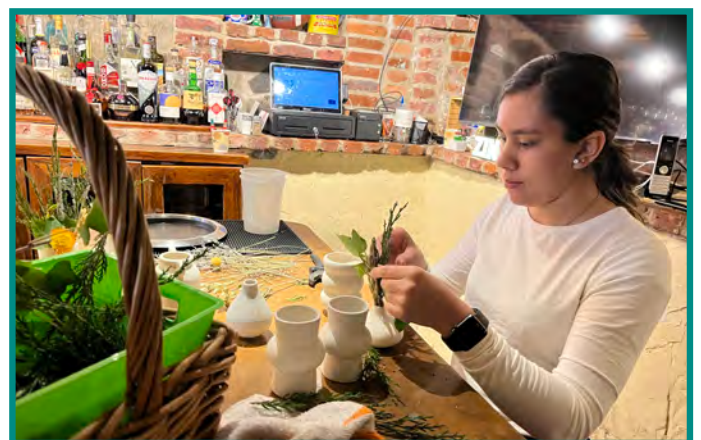


Through personalized coaching, skill-building, and trial opportunities, we help the people we support to discover their passions and prepare for meaningful roles in the workplace. Our team works one to one with each job seeker to develop essential skills, while simultaneously the Employment Outreach Team partners with local businesses to identify unmet business needs. These alliances create pathways for success that benefit both the people we support and the broader community.

A foundation of this initiative are SEEC's job seeker events—unique gatherings where job seekers, their family members, and Employment Services team members come

together to focus on an aspect of the customized employment process. In a lively and supportive environment, participants celebrate successes, discuss challenges, talk about next steps and strengthen their connections. These events showcase the thoughtful process SEEC has developed and the resilience and determination of job seekers.

The results speak for themselves: businesses partnering with SEEC report increased workplace productivity and morale, while job seekers gain independence, confidence, and a sense of belonging. By building these alliances, we are not just matching people with their ideal jobs—we are transforming lives and shaping more opportunities for everyone.





PLAYBOOK

HOW SEEC INCREASES EMPLOYMENT OPPORTUNITIES

STEP 1:

IDENTIFY THE TALENT

- Work one-on-one with job seekers to uncover their unique skills, passions, and potential contributions.
- Provide coaching and opportunities for skill-building to boost confidence and readiness for employment.

STEP 2:

ENGAGE LOCAL BUSINESSES

- Partner with community businesses to learn what workforce needs are.
- Arrange informational interviews for job seekers to better understand the employers.
- Match qualified employees to meet the needs of the business.
- Provide resources to support workplace environments that empower diverse talent to thrive.

STEP 3:

CREATE CONNECTION OPPORTUNITIES

- Organize gatherings for job seekers, their families, and Employment Service teams to network and share experiences.
- Facilitate activities that highlight successes, address challenges, and strengthen community bonds.

STEP 4:

BUILD A NETWORK OF SUPPORT

- Foster reciprocal partnerships with families, mentors, business leaders, and allies to create a collaborative ecosystem.
- Develop internal collaborations to share information, leads and connections.
- Celebrate milestones and achievements regularly to maintain motivation and momentum.



"Jobseekers use community events organized by SEEC to further build skills that they are working on throughout the discovery and job development phases.

These activities have included visions boards for both personal and employment goals, and creating personal profiles on paper and in video. They also included the extensive use of iPads to reinforce technology skills, role playing employment scenarios, art activities that require team work, and dexterity and collaboration skills. Beyond verifying and reinforcing skills, these events serve as another opportunity to socialize and share their experiences throughout the employment process with peers rather than only staff."

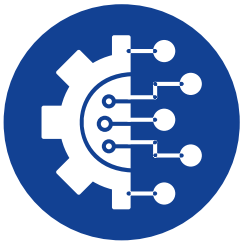
Mercedes McKeel, Regional Employment Coordinator



EMPLOYMENT IN NUMBERS

11 Jobseeker Events organized between July 2023-June 2024

117 Number of people in Employment Services



BRIDGING THE GAP AND CREATING ALLIANCES: PERSON-DRIVEN TECHNOLOGY (PDT) AT SEEC

At SEEC, technology is more than a tool—it is a bridge to **autonomy, equity, and belonging**. Assistive Technology (AT) and innovative applications are empowering the people we support to live more independent lives, engage with their communities, and thrive in their personal and professional endeavors.



SEEC's Person-Driven Technology supports independence by creating access to technology so the people we support can live safely in their homes, connect socially, and work effectively. Whether through virtual cooking tools, health and safety tools, or communication apps, Assistive Technology ensures everyone can access the same resources as their peers, thus promoting equity and inclusion. What sets this vision apart is how technology fosters alliances—creating connections between the people we support and the broader community.

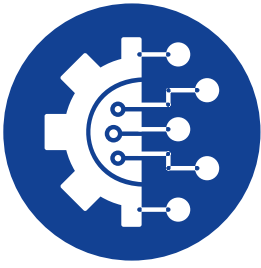


PERSON-DRIVEN TECHNOLOGY AT SEEC IN NUMBERS

20 Technology assessments done for people SEEC supports

20+ Number of items in SEEC's Tech Library...and growing





PLAYBOOK

HOW SEEC ENGAGES WITH ASSISTIVE TECHNOLOGY

STEP 1: **UNDERSTAND THE PERSON**

- Spend time observing and connecting with the people SEEC supports to learn how they experience and navigate daily life.
- Explore how each person communicates, prepares meals, and moves through their community to understand their routines and preferences.

STEP 2: **RESEARCH AND RECOMMEND TOOLS**

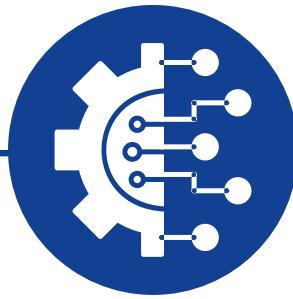
- Use insights from the assessment to explore available assistive technology options.
- Leverage in-house and statewide technology libraries to test devices or software in real-life scenarios.
- Recommend tools that best align with the person's goals and abilities.

STEP 3: **PROVIDE HOLISTIC TRAINING**

- Offer training once a tool is chosen for the person, their support team, family and employer.
- Ensure the support team integrates the device or software into everyday use.
- Approach training as a collaborative and ongoing process to build confidence and consistency.

STEP 4: **OFFER ONGOING SUPPORT**

- Provide long-term support after implementation to ensure the technology continues to meet the person's needs.
- Provide follow-up sessions, refreshers, and onboarding support for new staff or changing circumstances.
- Adapt supports over time to match evolving goals and maintain effective use of the technology.



"Person Driven Technology (PDT) at SEEC is dedicated to empowering individuals by giving them more control over their lives through the thoughtful and strategic use of technology. PDT aims to match technology to the person in a way that decreases reliance on staff and allows people to work, interact with their communities, and live more independently."

Abby George, Person-Driven Tech (PDT) Manager





EMPOWERING TRANSITIONING YOUTH:

Preparing for a Life of One's Choosing

For youth with disabilities, the transition from high school is a pivotal time. It is a period of exploration, growth, and opportunity—a chance to shape the trajectory of their future. Research consistently shows that gaining early job experience significantly improves the chances of long-term success in the workforce. At SEEC, our offering of the nationally acclaimed Project SEARCH model is dedicated to empowering young people with disabilities to prepare to enter the world of work.



Our program combines classroom-based training with real-world experiences through internships in businesses and government agencies. These opportunities allow youth to explore their interests, build essential skills, and gain valuable workplace exposure. It is a time for them to envision the life they want, fostering independence while collaborating closely with their circle of support.

TRANSITION SERVICES AT SEEC IN NUMBERS

27

Interns in Project SEARCH graduated in June 2024

13

Interns secured a job in the community



A cornerstone of this program is the role of direct support professionals (DSPs). These dedicated members of SEEC's staff are job coaches, mentors, advocates, and guides who help young people navigate this critical stage of life.



PLAYBOOK

HOW SEEC SUPPORTS TRANSITIONING YOUTH

STEP 1: BEGIN WITH SKILL DEVELOPMENT

- Offer classroom-based training to teach essential workplace skills like communication, teamwork, and time management.
- Equip youth with the foundational tools they need to succeed in professional environments.

STEP 2: CREATE REAL WORK OPPORTUNITIES

- Partner with businesses and organizations to provide internships or other hands-on experiences.
- Enable youth to apply their skills in real work settings, gaining confidence and practical knowledge.

STEP 3: BUILD A SUPPORTIVE NETWORK

- Foster collaboration between Direct Support Professionals (DSPs), parents, caregivers, and educators.
- Ensure a unified approach that supports goals and promotes their successes.

STEP 4: CELEBRATE MILESTONES

- Recognize and celebrate achievements, such as completing training programs, internships, or securing a job.
- Highlight successes to build confidence and encourage ongoing progress.

STEP 6: CONTINUE BUILDING COMMUNITY

- Work collectively to create an environment where young people with disabilities can thrive.
- Share success stories, and strengthen partnerships to ensure every youth has the opportunity to succeed in the workforce and beyond.

STEP 5: EMPOWER INDEPENDENCE

- Encourage youth to take ownership of their goals and decisions, helping them to envision and work toward their futures.
- Provide guidance while fostering self-reliance and leadership skills.



"One of my most memorable moments was in working with someone we support who was injured and lost part of his vision. His recovery took some time, but once he was healthy enough to return to work I was able to help with structuring shifts for him and stay in constant contact with him and his mother with anything they needed. He continues to work at a hotel and has progressed with the support of his family, coach, and his ongoing dedication to his job."

Sean Adams, Project SEARCH Employment Consultant



Closing Message from SEEC CEO Karen Lee

As we reflect on the stories and achievements highlighted in this report, one theme stands out: the power of alliance. Together, we are creating pathways for inclusion, independence, and opportunity for people with disabilities. But our work is far from over.

I invite you to join us in this journey. Whether as an employer opening doors, a volunteer offering your time, or a donor contributing resources, your involvement makes a difference. Let's continue to build a community where everyone belongs and thrives.

Thank you for your partnership and belief in this vision. Together, we can achieve remarkable things.

With gratitude,
Karen Lee

350 Number of People Supported by SEEC

185,320 Number of hours of service provided by
SEEC between 7/23 and 6/24