

# Andrew's 10-Year Journey at Microsoft: Building Experience and Finding the Right Fit

*With support from PROVAIL, Andrew has grown into a confident, independent employee over his 10 years with Compass Group at Microsoft. His journey shows how meaningful work and the right support can unlock lasting success.*



AN EMPOWERMENT  
IN ACTION STORY,

by April Avey Trabucco



Andrew Scott thriving in his role as a Facility Inspector for Compass Group at Microsoft

When Andrew Scott started his job with Compass Group at Microsoft 10 years ago, he was eager to contribute his skills. After attending Highline College, Andrew gained experience as a host at a senior retirement community and as an office maintenance aide for the City of Seattle before PROVAIL helped him land his ideal role as a facility inspector with Compass Group at [Microsoft](#).

## A Decade of Dedication

Andrew's work anniversary is a milestone that reflects not only his dedication but also the power of inclusive hiring.

Anyone who has met Andrew knows how awesome he is. His infectious energy, positive outlook, and dedication to his work have made him a well-known and well-loved part of the Microsoft community, where colleagues value his contributions and presence.

Elizabeth McCann, Andrew's PROVAIL job coach, shares that he has become highly independent and continues to grow in the workplace:

*"Andrew is great and has been super independent. As his job coach, I've seen him really improve his ability to read the workplace environment. He shines as a facilities inspector, focusing on identifying*

*issues for the janitorial and construction teams to handle."*

## Microsoft's Commitment to Inclusion

As Gillian Maguire, Sr. Program Manager, Supported Employment Program at Microsoft, shared:

*"We are so grateful to Andrew for sharing his talent and skills for 10 years working for Compass Group at Microsoft. The Microsoft Supported Employment Program is a vendor program that creates meaningful job opportunities for individuals with intellectual and developmental disabilities at our facilities worldwide, with 600 employees hired in 28 countries. It really comes down to each and every individual employee bringing their own unique skills and abilities to work every day for our vendors, just like Andrew."*

## More Than a Job

Andrew's role at Microsoft is more than just a job with a paycheck. It's an opportunity to build confidence, feel connected, and showcase his abilities. He shares openly about how important it is to have meaningful work and support through PROVAIL's Employment Services:

*"I understand I have to be professional at work. I have a job coach who helps me to learn new skills and goals and make me*

*independent to do my job at work. I like to be focused and I like the people I work with and I like the money."*

## A Voice for Inclusion

Along the way, Andrew has also become a voice for inclusion, speaking on multiple Microsoft disability panels and helping to shift perspectives about what individuals with intellectual and developmental disabilities can achieve.

## Behind the Scenes at PROVAIL

PROVAIL has a dedicated team working to ensure success on both sides of employment. We help participants identify their strengths, goals, and career options while partnering with businesses to clarify their needs and growth opportunities. Then, we match business leaders with pre-qualified employees and provide ongoing coaching and guidance so both the employee and the employer feel supported and confident.

Andrew's journey reminds us that when companies embrace inclusive hiring, everyone benefits. At PROVAIL, we are proud to stand alongside Andrew — and partners like Compass Group and Microsoft — as we continue building workplaces where all people can thrive.