

One Year Later:

How PROVAIL is Transforming Employment Services in Pierce County

One year ago, PROVAIL expanded into Pierce County through the acquisition of RIOS, bringing our Employment Services to a broader community.



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We knew this transition wasn't just about serving more participants—it was about raising the standard for employment services, advocating for inclusive workplaces, and ensuring people with disabilities have meaningful, fulfilling careers.

MORE PEOPLE, MORE OPPORTUNITIES

So, what has changed in the past year? A lot! With a 25% growth in participants served, we've helped more individuals find meaningful employment opportunities. To ensure sustainable, effective support, we've doubled our staff of Employment Consultants, allowing us to provide personalized career exploration for each participant.

For example, Issac, one of our participants, wanted a career change. He was interested in data entry, so we worked with him to develop his skills through hands-on training and



PROVAIL staff gathered in a group of six for a photo in the Pierce County office.

structured learning opportunities. Now, we're helping him strengthen his socialization and workplace communication skills, ensuring he is fully prepared for a formal data entry job role.

ADVOCATING FOR CHANGE

One of our biggest priorities has been challenging outdated employment models and ensuring participants are treated as professionals, not just workers. We've worked closely with employers to:

- ✓ Expand job roles beyond repetitive tasks
- ✓ Provide inclusive career opportunities for all
- ✓ Emphasize independence through fading plans with every participant
- ✓ Challenge ableist workplace assumptions and advocate for inclusive career development

RETHINKING WORKPLACE SUPPORT

Everyone deserves a fulfilling career; we're committed to making that a reality. Our approach empowers participants to find roles that match their skills, interests, and goals—ensuring they thrive in meaningful, rewarding jobs, not just fill a position.

LOOKING AHEAD

The past year has been full of learning, advocacy, and growth, and we're just getting started. As we continue to push for inclusive employment models and advocate for real career opportunities, we remain committed to empowering people with disabilities to build the careers they deserve.

Want to learn more? Explore our Employment Services at www.provail.org.