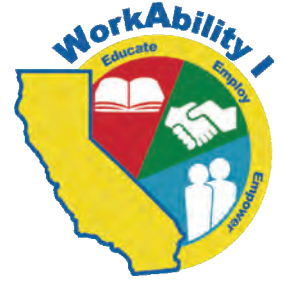




# WORKABILITY WORKS!



San Juan USD WorkAbility  
5325 Garfield Avenue, Sacramento, CA 95841  
916-979-8610 www.sanjuan.edu/Workability

*“Working with all stakeholders, the WorkAbility program ensures that SJUSD students with disabilities gain the confidence, skills, career awareness, and work experience necessary for transition and postsecondary success.”*

## SJUSD WorkAbility Newsletter January 2016

### A Message from our Administrator

Happy New Year! As we begin the spring 2016 semester we continue making process on our 2015/16 program goals.

#### Program Goals Update:

- **WorkAbility grant:** 165 students have been placed in paid work experience jobs (our goal is 250 paid placements for the year). Students who started out as unpaid vocational training interns will move into paid status in February 2016 and can expect their first paycheck in March. WorkAbility funded workers will earn \$8.50 an hour (the California Learners Wage which is 85% of the minimum wage).
- **Department of Rehabilitation Transition Partnership Program ‘TPP’ contract.** 8 TPP participants have been competitively hired. We are doing so well we increased our goal to 10 hires!

Thanks to all who support our programs! WorkAbility does ‘Work’!

Julia Arreguin, Ed.D.  
WorkAbility Administrator



**Ben Hired!**

## Ben Hired at Thompson’s S&S Collision

Through his hard work and dedication to volunteer training and working with the WorkAbility program at Laurel Ruff Transition School, Ben has been hired by SS Thompson & Thompson Auto Body Repair Shop on Auburn Blvd. He works alongside the shop’s mechanics learning about body repair. Specific skills like taking apart cars, prepping for paint and overall assistance for each mechanic’s needs.

Ben also obtained his driver’s license and purchased a 1995 Ford Ranger pickup truck!  
Way To Go Ben!!!!!!!

## David Hired at Smart & Final

David has been working with Sandy McNulty and WorkAbility at Laurel Ruff as well as with Larry Lim and the TPP Program. Through his dedication David has been hired by Smart & Final in Carmichael as a Courtesy Clerk. David is continues to learn customer services skills, pricing, stocking shelves, and overall organization for this grocery store. He will be transferring to the new Smart & Final in Citrus Heights, once it opens.

David is currently studying for his driver’s license.  
Much Success To You David!!!

### In This Issue

**Success Stories**  
Ben, David, Dominic,

**High School Highlights**  
La Vista & El Camino



Dominic

## Success Story

Casa Roble HS Senior, Dominic Estrada was introduced into the world of work through the Career Explorations class with Mr. McAlister. His work history includes CVS Pharmacy and Old Navy. This year he participates in the Casa Coffee program run by Ms. Richardson., learning to take orders from the Staff and teachers, and create and serve a full menu of coffees and teas during 1st period.

This year Dominic is a WorkAbility participant at Grocery Outlet where his enthusiasm and professionalism on the job made it easy to select him to join the Transition Partnership program (TPP). With the hopes that Grocery Outlet will hire him permanently when he turns 18. When asked what he has learned throughout his WorkAbility experiences,

**Dominic says, "The keys to success on the job are having a positive attitude and a good smile!"**

## La Vista Happenings

Questions, questions, questions, that is what happened when AmeriCorps came to school and presented their program and the possibilities for our students. La Vista students were actively involved with the presenters and learned of additional avenues they could pursue.

Folsom Lake College was the destination for some of our students to tour the campus and learn about the DSPS program they and other colleges offer. Our students were really excited to learn about the smaller class sizes, the assistance they can receive through this program and all the great things that await them at the college level.

La Vista currently has two worksites Best Buy in Birdcage Center and CVS Pharmacy on Fair Oaks Blvd.

Matt Vences is a returning worker and says, " I really enjoy working at Best Buy, I'm learning a variety of new task. Learning customer service skills is difficult, but I am getting better with experience.

Jesse Heslin also a returning worker and at Best Buy says, " It's fun, I like the different task and I feel good when given a difficult task and I'm able to complete it."

David Jackson and Cooper Hodgkins work at CVS Pharmacy. David says going through the process of applying for a Workability job was a good learning experience. I am also learning good customer service skills and feel more comfortable in a work environment. Copper says being at CVS environment is helping him work on his self-control and patience in a work environment, and with dealing with unfamiliar people.

Our students are doing well and we look forward to the second half of the year.

## El Camino Highlights

- Andres Garcia is working at Walgreen's and is a potential TPP candidate!
- Nicholas Jackson, Interview December 9th @ Walgreens!
- Drake Hidvegi, Interview December 10th @ CVS Pharmacy!
- Mark McCarthy, worked at the Christmas Tree lot across the street from El Camino. He successfully interviewed for CVS Pharmacy and starts at CVS on Dec. 10th!!!

Go El Camino!!!!!!!!!!!!!!!!!!!!!!!

### Community Business Partners



# ***In the News***

## **California Policy changes & the impact on Student Wages**

---

### **California is now an 'Employment First' state!**

'Employment First' is a declaration of both philosophy and policy stating that:

***Employment is the first priority and preferred outcome of people with disabilities.***

'Employment First' includes these essential elements:

- Being the first and preferred outcome for working-age youth and adults with disabilities, including those with complex and significant disabilities, for whom working in the past has been limited, or has not traditionally occurred;
- Using typical or customized employment techniques to secure membership in the workforce, where employees with disabilities are included on the payroll of a competitive business or industry or are self-employed business owners;
- **Where the assigned work tasks offer at least minimum or prevailing wages and benefits;**
- And where typical opportunities exist for integration and interactions with co-workers without disabilities, with customers, and/or the general public.

---

### **Minimum Wage is going up!**

**The minimum wage for most employees in California increased from \$9 to \$10 per hour on Jan. 1, 2016.**

California's minimum wage is the highest in the nation. The federal minimum wage is \$7.25 per hour.

There are some employees who are exempt from minimum wage law. This may include outside salespersons, individuals who are the parent, spouse, or child of the employer, and apprentices

regularly indentured under the State Division of Apprenticeship Standards, according to the California Department of Industrial Relations. **There is also an exception for learners, regardless of age, who may be paid not less than 85 percent of the minimum wage rounded to the nearest nickel during their first 160 hours of employment in occupations in which they have no previous similar or related experience.**



San Juan  
Unified School District

How does this impact SJUSD students participating in our work experience program?

---



- Since California is an Employment First state we cannot pay students using a sub-minimum 'productivity based' wage. Students used to be paid as low as \$2.25 which increased based on productivity studies.
  - Student workers who have less than 160 hours of paid work experience in a field will be paid \$8.50 per hour which is the current California Learner's wage (85% of \$10.00)
  - Students with over 160 hours of paid experience who are candidates for imminent employment will be paid the current minimum wage \$10.00 per hour.
  - Through our grant we can afford to pay 250 student workers for 30 hours. Students who need extensive training to learn a new job will participate in unpaid vocational training before starting paid work experience. Unpaid training is voluntary – students who do not want to participate in unpaid training will be paid for a total of 30 hours of paid work that can be spread across the school year or occur in one semester.
  - The 2015/16 Workability contract (signed by students and parents) includes the total number of unpaid & paid hours and the wage per hour.
  - Please contact your Youth Employment Technician if you have any questions.
-



# WorkAbility Works For These Employers!



- Aegis
- Best Buy
- Burlington Coat Factory
- BirdShop
- Cal Expo
- CVS
- Dimple
- Eskaton
- Fallas
- GameStop
- Godfather's Pizza
- Goodwill Industries
- Hancock Fabrics
- Jo-Ann Fabrics & Crafts
- Kaiser Permanente
- Mountain Mike's Pizza
- Old Navy
- Oakmont
- Petsmart
- Raley's
- Rite Aid
- Round Table Pizza
- Sacramento Balloon Company
- Starbucks
- Sunrise Assisted Living
- Smart & Final
- Taco Bell
- Thompson's S&S
- Toys R Us



☺ CONTACT US TO ADD YOUR BUSINESS NAME ☺