

The FACES

A Directory of
EMPLOYMENT SERVICES
AND STAFF

Fall/Winter
2009/2010

*The Employment
Department at Community
Partnerships of Idaho is
dedicated to creating
opportunities for people to
experience the empowerment
and growth that comes
through community-based
employment.*



**Community
Partnerships**
of Idaho, Inc

of Community Partnerships of Idaho's
Employment Department

Employment Services

The Employment Services Department assists individuals in obtaining and maintaining employment that meets their goals and abilities. Services are chosen by our clients and provided on an individual basis. We assist individuals in formulating their vocational goals, obtaining a job and providing support services to assist in maintaining employment.

Employers benefit from hiring capable individuals with a desire to work and a willingness to learn. Statistics show that most individuals become long term, loyal employees. Our clients also qualify for Work Opportunities Tax Credits (WOTC).

Vocational Evaluation

Vocational evaluation services utilize interest, academic, and aptitude testing to help individuals identify a feasible vocational goal. Services which may be needed to help individuals to obtain and maintain employment are also recommended.

Community-Based Work Evaluation

This is a trial work period in which an individual has the opportunity to try out a particular job in the community. While working, the individual is paid for his/her time by Community Partnerships of Idaho, Inc. Evaluations provide important information relating to the chosen field of work, the client's skills and needed accommodations. At the end of the evaluation, the employer has the option of hiring the client.

Job Placement and Follow Along Services

An Employment Specialist assists the client in developing a job site. Once the job is found, the Employment Specialist provides follow along support services, as needed, to help the client adjust.

Work Adjustment and Job Coaching Services

Employment Specialists work closely with employers and the employees on the job, providing training and support until the job duties are learned. The Employment Specialist provides mediation and communication, as needed, to assure a successful match.



Our services are accredited through the Rehabilitation Services Accreditation System. We work in conjunction with the Idaho Division of Vocational Rehabilitation and employers and businesses within the community.

Like many other departments, Employment Services continues to enjoy the benefits of tremendous growth and inevitable change. Community Partnerships of Idaho began providing Employment Services in Boise and Nampa shortly after the company opened its doors in 1997.

Vocational Evaluations

Services Offered by Community Partnerships Employment Department:

Comprehensive Evaluation

This evaluation includes interest testing, vocational exploration, aptitude assessment and an academic grade-level screening. Physical and/or cognitive limitations, as well as work-history recommendations.

Academic and Cognitive Screening

This evaluation provides both academic and intellectual assessment. It is useful in identifying educational and ability discrepancies, which are often indicative of a Specific Learning Disability. In addition, it provides information when counseling and exploring vocational training programs, as well as identifying areas in which remedial work is necessary in order to pursue training programs or specific employment.

Interest and Aptitude Evaluation

This assessment matches aptitudes with the client's interests, making recommendations without academic screening. Prior knowledge regarding a client's academic levels will be considered when making appropriate recommendations.

Interest Exploration

This exploration consists of interest testing, reviewing job descriptions and discussing work history and any restrictions which may apply.

Community-Based Work Evaluations

Evaluation sites are established in the community where individuals are evaluated doing the type of work they desire. If the community location is at a competitive job, the client will be paid an hourly rate for his/her work while being observed by our evaluator. This is an excellent way to assess an individual's motivation to work, work-related behaviors, as well as determine if the job is the appropriate match for the individual. It also allows a potential employer to observe the client's work.

Job Shadows

Job Shadowing allows individuals to view a job being performed in the community. Individuals observe the job and have the opportunity to question workers and/or employers about the job. This assists the individual in making informed choices during vocational exploration, as well as making connections in the community and gaining knowledge about specific job opportunities.



VA Initial Evaluations

Community Partnerships of Idaho works with veterans with disabilities and assists them in exploring training and schooling options. We provide vocational counseling as well as academic aptitude and interest testing. Community Partnerships' VA Vocational Evaluator is Lecil Walker, MS, CRC.

We are driven in our efforts to assist our clients achieve success in the workplace and to help employers in the community by connecting them with quality employees.



June Fontes
Vocational Evaluator
376-4999 Ext.219

Work Evaluations

A Community-Based Work Evaluation is a trial work period that takes place in a business in the community. While the individual is working and being observed by the evaluator, the individual is paid for his/her time by Community Partnerships of Idaho, Inc. The Employment Specialist will choose a site that may directly lead to paid permanent employment in that position. Even if the client is not hired at the site, it can serve as a very useful reference or experience that will help to prepare the individual for employment. Employers in the community benefit by these services because they have an opportunity to meet and observe a potential applicant at no cost to them and have the option of hiring the individual following the evaluation.

There are many reasons for individuals to perform Community-Based Work Evaluations. Some of the most common reasons include exploring vocational interests, testing work skills and potential ability for a particular job field, learning more about a particular field, examining whether an individual has the potential and desire to receive training for a particular job goal, assessing personal strengths and weaknesses, gaining recent work experience and meeting potential contact in a field of interests. The Community Based Work Evaluations are a great option for those individuals with little or no work experience or for those who are changing careers.

The evaluation is typically conducted over several weeks, days and hours. The Employment Specialist will be the Evaluator and will consider if the individual wants to work part-time or full-time and what time of day. The Evaluator will also consider, transportation issues, and their availability when scheduling. The evaluation will allow the individual to perform the actual job and work tasks and will determine if a particular field is appropriate and if the individual has the academic, physical, and/or cognitive abilities to do the job. As well as, if the person has the interpersonal and social skills for the position and the motivation and desire to meet requirements of the job. The evaluation will determine any limitations and barriers to employment the individual may have and any areas of impairment including communication, mobility, self-care, self direction, work skills, and work tolerance.

The Employment Specialist will finalize the evaluation and will make recommendations to Vocational Rehabilitation. During this time the Employment Specialist will define the job site, the tasks performed, and the essential functions of the job and by what criteria the client was being assessed. The Employment Specialist will recommend if this type of work and work environment is appropriate and what if any training and supports is necessary. The Employment Specialist will also recommend the types of services and supports the individual will need to assist them in becoming successful on the job or if another employment path should be considered.

We greatly value our partners in the community, as we rely upon you for feedback and support to help us achieve new levels of innovation in providing quality employment services to the people in our communities.

Our staff - Employment Specialists

Boise/Meridian/Eagle/Kuna/Mountain Home:



June Fontes
376-4999 Ext.219

June Fontes is a Vocational Evaluator and Employment Specialist for all offices. June has worked for CPI for over nine years. She has a Bachelors degree with an emphasis in Therapeutic Recreation in psychiatric settings. June is very skilled with the use of assessment and evaluation tools used for vocational testing and she is very knowledgeable of many vocations. She is also aware of the vocational resources in the community and this assists her in making her recommendations to the people she serves.



Anita Springer
376-4999 Ext.414

Anita Springer has 15 years experience as a job developer for people with Mental Illnesses or who have had a traumatic brain injury or other intellectual disability. Her previous background and experience includes an Associates degree in Social Work, a neurolinguistic practitioner, and life coach. She is excited to get started helping people in Boise find and maintain employment.



David LeDuc
376-4999 Ext.422

David LeDuc is a Boise area Employment Specialist. David has a Bachelors degree in Human Resources and experience in management. He has extensive evaluation and staffing experience. He has four years service with CPI and is professional, persistent, and consistent with his clients providing excellent site development and support services. David enjoys working with the juvenile corrections and school-to-work population.



Rudy Stephenson
376-4999 Ext.426

Rudy Stephenson, has 19 years recruitment experience and is a skilled site developer. Rudy is very knowledgeable with area employers and their hiring practices.



Kathy Lentell
376-4999 Ext.439

Kathy Lentell is a Boise area Employment Specialist and has been with Community Partnerships since 2004. Kathy has her Employment Specialist certification from Western Washington University and has shown initiative in continuing her training. Kathy primarily works with the mental health and corrections population and successfully places 35-40 people per year. Kathy also provides new staff mentoring and training.



Jeanie Thibault
376-4999 Ext.445

Jeanie Thibault is a Boise area Employment Specialist who has 10 years dedication to CPI in employment. She is outgoing, approachable and is quickly able to establish rapport with any client and their families. Jeanie has a Masters degree and an Administrative certification. She comes to CPI with many years as a principal, interim superintendent, adult basic education instructor, corporate trainer, special education coordinator, director of social services, as well as, a batik and portrait artist. Jeanie specializes in working with people with developmental delays and those requiring extra sensitivity, warmth and support.



Miranda Louth
376-4999 Ext.454

Miranda Louth is a Boise Employment Specialist and she enjoys assisting people with disabilities. Miranda is honest, dependable, and provides quality services to her clients.



Wendy Youngblood
376-4999 Ext.452

Wendy Youngblood is a Boise area Employment Specialist. Wendy has a Bachelors degree in Communication from Boise State University specializing in Journalism and Interpersonal Communication. Wendy enjoys working with her clients in all perspectives of the community. She is a positive influence, dependable, professional and dedicated to helping people become more independent.

*Community Partnerships of Idaho's Employment Services is now the biggest
Community Rehabilitation Provider of Employment Services in Idaho.*

Our staff

Nampa/Caldwell/Payette/Emmett Employment Specialists:

"Andra is a very dedicated and hard working employee. She has been a lot of fun through the years!"

**-Greg Stivers,
Store Manager**

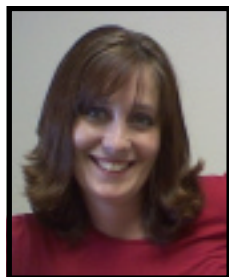


Greg, Andra and Jeanie

Tracie Kamran is an Emmett area Employment Specialist. She is proficient in both Spanish and American Sign Language. Tracie has years of experience working with adults as well as children with developmental disabilities. She is passionate about her job and helping others achieve independence. 365-5781



Tracie Kamran
Emmett: 365-5781



Jennee Alspaugh
365-5781 or
376-4999 Ext.451

Jennee Alspaugh is an Emmett area Employment Specialist. She has been with Community Partnerships since 2005. She is motivated, outgoing and has a positive attitude. She has a great rapport with clients and employers. She has experience with a variety of disabilities. 365-5781 or 376-4999 ext. 429



Julie Patterson
468-1077 Ext.114

Julie Patterson is a Nampa area Employment Specialist. Julie is professional, patient, and understanding. She works primarily with the juvenile corrections population and has developed relationships with employers who are willing to hire people with criminal backgrounds and she is very dedicated to the success of her clients. 468-1077 Ext. 114 or 376-4999.

Ross Boudreaux has 19 years employment and human service experience and nine years with Community Partnerships. Ross works out of the Nampa office. He has experience in assisting the unemployed and has an established network of employers in the Boise/Nampa area. Ross is dedicated to setting his clients up for success so they are able to be more independent, and are guided towards self



Ross Boudreaux
376-4999 Ext.451

empowerment which are just some of the "life tools" that Ross helps his clients to achieve. Ross is certified by the National Registry of Certified Community Service Personnel NRCCSP III.

Amanda Saiz is a bi-lingual (Spanish/English) Employment Specialist in Nampa/Caldwell and surrounding areas. She has experience working with children and families with disabilities. She is committed, caring and has good communication skills.



Amanda Saiz
468-1077 Ext.119
or 376-4999



Linda Smallwood
Payette: 642-2283
468-1077 Ext.121 or
376-4999 Ext. 486

Linda Smallwood is a Payette area Employment Specialist. Her clients and co-workers enjoy her outgoing and caring personality. Linda is an excellent site developer and supporter to her clients.



Guy Perkins
376-4999 Ext.475

Guy Perkins has been assisting people who face challenges or barriers to employment for over 30 years. He is certified as an Assistive Technology Specialist and has extensive background in career progression and placement. His previous employment experience was in HR management in a manufacturing environment. Guy's goal for this position is to make each placement tailored and timely.

Sherrice Day is the newest member to join the team. She is a Nampa area Employment Specialist. Sherrice is excited about the opportunity and looks forward to learning and growing in assisting people with disabilities in employment. Sherrice has lots of experience working with the public, customer relations and computers operations. She also has a background working with inmates in the correctional facilities.

Our staff

Area Employment Mentors:



Jean Allmon is a Boise job coach who provides excellent job coaching services. She is professional, persistent, and consistent with her clients. 376-4999 Ext.483

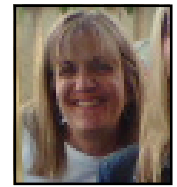
Roxanne Baltazar is a Boise area job coach. She is patient, kind and takes the initiative to get things done. 376-4999

Pam Crockett is an Emmett job coach and has been with the company for over 5 years. Pam strives hard to ensure that her clients continue to work successfully in the community. Pam really cares deeply about each of her clients and provides quality support to them to maintain success on the job. 376-4999 Ext.427

Lois Golay is a Boise job coach and she enjoys assisting people with disabilities. Lois is honest, dependable, and provides quality services to her clients. 376-4999 Ext.470

Charley Howard is a Nampa job coach. She is compassionate in working with people with disabilities. 468-1077 Ext.111

Susan Ketchum is a Boise job coach who has a bachelors degree in communication and disability training. She has 13 years experience both in direct service and claims evaluations with people with disabilities. Susan is very involved in various community projects and organizations. She also has participated in a nationally accredited conference on serving at-risk populations. 376-4999 Ext.468

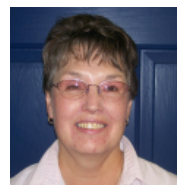


Jean Allmon

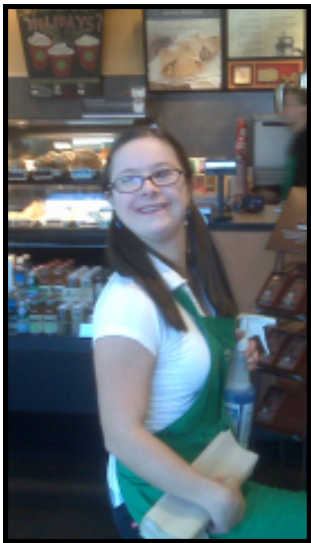
Community Partnerships is a private agency working to assist individuals with meeting their employment goals. Our purpose is to help link employees to jobs that meet their individual strengths and skills so that successful and satisfying employment is achievable.

“Community Partnerships is like a family. There is always someone willing to help if I need it and I feel good and cared for.”

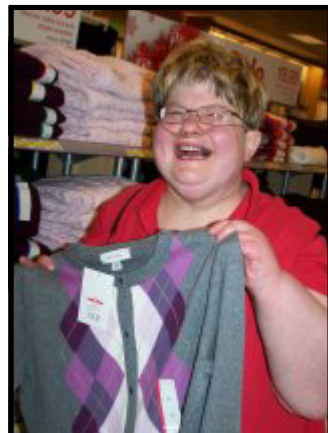
- Mandi Smith Employment Mentor



Lois Golay



We strive to educate employers in the community about employing people with disabilities, and develop positions in local businesses that will be supportive of these individuals as they earn experience and learn new skills.



Our staff

Area Employment Mentors:



Robin Lee is a Boise area job coach. She is caring and compassionate in working with people with disabilities. 376-4999 Ext.460

Barbara Martin is a Boise job coach. She is patient, kind and works well with her clients. 376-4999, Ext. 403.

Dan Meyer is a Boise job coach and a student at Boise State University. Dan

has over five years of experience in employment. Dan is compassionate and is a great supporter to his clients. 376-4999 Ext. 489

Nathan Parker is a Boise area job coach. Nathan easily develops a rapport with his clients and he is consistent and compassionate. 376-4999 Ext. 435

Mandi Smith is a Boise job coach. She has a good understanding of the issues involved in working with people with disabilities and enjoys contributing to society by helping others. She is friendly and understanding. 376-4999 Ext. 479

Nancy Vallone is a Boise job coach. She has a wonderfully motivating personality that brings positive energy to those she works with. 376-4999 Ext.404

Byron Warr is a Boise/Nampa job coach. He has twenty five years of experience in sales management, human resource training and employee relations. Byron is a "people person" and able to work with anyone in any environment. 376-4999 Ext. 424

Pam Wharton is a Boise job coach. She is honest, caring and shows genuine concern for the well being of her clients. 376-4999 Ext.496

Sara Winfrey is a Nampa Job Coach. Sara has a Bachelor's degree in Human Development. She is an excellent supporter to her clients and is very compassionate. 468-1077 Ext. 109 or 376-4999 Ext. 480



"Linda is a pleasure to work with, is always positive, is a fast worker and very consistent.

- Christy Widmer, Team Lead

Our staff

Management/Support Team:



Beth Cunningham
376-4999 Ext. 212

Beth Cunningham, Employment Evaluation and Services Director. Beth oversees all Employment and Evaluation Services for the Treasure Valley and Magic Valley. She has a Master of Arts degree in Rehabilitation Counseling with an emphasis in Vocational Evaluation. Beth is a Certified Rehabilitation Counselor and a Certified Vocational Evaluator. She has worked for Community Partnerships of Idaho since 1997. Prior to this position, Beth was an IDVR Counselor with a school-to-work caseload in Caldwell and worked in Denver as a Vocational Evaluator.

OUR MISSION:
Creating opportunities for people to learn and achieve their goals since 1995

Cassie Mills, Director of Employment Services. Cassie oversees the Vocational Rehabilitation services and referrals for the Treasure Valley. She supervises the Employment Specialists in Boise, Nampa, Emmett and Payette areas. Cassie has her Master's degree in Business Administration and her Professional Human Resources Certification. Cassie has eight years experience in management and fourteen years in the employment arena placing at-risk juveniles, people with disabilities and students graduating from college.



Cassie Mills
376-4999 Ext. 215



Carolyn Rudeck
376-4999 Ext. 216

Carolyn Rudeck, Community Supported Employment Services Director. Carolyn supervises the Employment Mentors and oversees the Community Supported Employment program with Community Partnerships of Idaho. She has a Bachelors degree in Biology with a minor in Psychology. Carolyn is also certified in Employment Services from Western Washington University and has nine years experience working with people with disabilities. In her past Carolyn has started a successful start-up business, worked for a fortune 500 company performing research, worked in pharmacological research and taught children and adults.

OUR VALUES:
*Integrity
Personal Dignity
Innovation
Relationships*

Our services are tailored to the individual needs of the client for which we work. The level of support and type of jobs we search for vary widely as we serve individuals with many different disabilities including developmental disabilities, chronic mental illness, traumatic brain injury, learning disabilities and many physical disabilities.

Community Partnerships of Idaho, Inc. Office Locations

Boise

3076 North Five Mile Road
Boise, Idaho 83713
(208) 376-4999 Fax: (208) 376-4988

Nampa/Caldwell

11090 Moss Lane
Nampa, ID 83651
(208) 468-1077 Fax: (208) 468-1071

Mountain Home

2155 W. 6th St. (Airbase Road)
Mountain Home, Idaho 83647
(208) 587-7626 Fax: (208) 587-0035



Emmett

608 S Washington
Emmett, Idaho 83617
(208) 365-5781 Fax: (208) 398-7651

Weiser

270 E. 7th St., Suite A
Weiser, ID 83672
(208) 549-0508 Fax: (208) 208-549-0709

Payette

14 S Main St. Suite 106
Payette, Idaho 83661
(208) 642-2283 Fax: (208) 642-8991

Rupert

410 Oneida
Rupert, Idaho 83350
(208) 436-6878

Twin Falls

1201 Falls Avenue East, Suite 34
Twin Falls, Idaho 83301
(208) 735-2134 Fax: (208) 736-2512

WWW.CP-OF-IDAHO.COM

Our staff

Management/Support Team

Elaine Meyer Boise Administrative Supervisor. Elaine has worked for CPI for ten years, all of which have been in the Employment Services department. She joined the department as Receptionist and Administrative Assistant. As the department has grown so has her position. Elaine oversees the administrative personnel for the department handling authorization requests and final billing.



Elaine Meyer
376-4999 Ext. 211

Management/Support:

Beth Cunningham

Employment Evaluation and Services Director
376-4999 Ext. 212

Cassie Mills

Director of Employment Services, Treasure Valley
376-4999 Ext. 215

Carolyn Rudeck

Community Supported Employment Services Director
376-4999 Ext. 216

Elaine Meyer

Employment Administrative Manager
376-4999 Ext. 211

Community Partnerships of Idaho Employment Services Department:

- *Accredited by the Rehabilitation Services Accreditation System.*
- *Member of RSAS Advisory Committee, Accredited Rehabilitation Service Providers.*
- *Member of National Rehabilitation Association, Active in Idaho Chapter.*