

2010 Annual Program Report

Special points of interest:

- Community Involvement
- Project GOAL Results
- Project NOW Results

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Reflections on the Past Year

How to summarize 2010? New services and new projects.

We started the new year with a grant with NetWORK and RSC titled Project NOW. We provided Job Development and Work Experiences to individuals who were referred to this grant. The biggest advantage this program offered was the Work Experience service that provided time for an individual to learn about work in a way the individual may not have had an opportunity to do so in the past.

Another program we were approved for was Project GOAL, which was funded by a grant through RSC. This program supported the Defiance RSC office during a period of overwhelming referrals by providing opportunities to individuals to gain insights to their own abilities through assessments and gather information on potential jobs and the local job market while they waited for their other RSC services to begin.

We signed a contract with Lucas County Board of Developmental Disabilities to provide services to students through an internship program. This program focused on the Discovery Process to assist the student in identifying “themes” for employment or internship possibilities. An additional benefit to this contract was the training that our staff received in the summer and fall of 2010 about the Discovery Process from Bob Neimic with Griffin-Hammis.



Roxie Hollingshead and Jim Bourland started PARTNERS in Employment, Inc. in 1996. Together, they continue to own and operate the

In September, three of our Job Developers began to receive more extensive training from Griffin-Hammis. The end result will be certification in Customized Employment.

We are thankful for the opportunities that were presented to us this past year. We have been excited to learn new concepts and to hear about how this may better serve individuals receiving PiE services.

Thank you to each of you. We always appreciate our customers and enjoy the opportunity to serve each of you in various capacities, such as individual receiving services, funding source, or employer. We have enjoyed the open and honest communication with you. We desire to give you our very best service.

Thank you for the opportunity to serve you.

85% of individuals that PiE, Inc. assisted in obtaining employment remained employed 90 days later

2010: A Year in Review

Our Program Year runs October 2009 to the end of September 2010. During this time, PARTNERS in Employment, Inc. completed services for 299 individuals.

PiE, Inc. divides its services into 2 main categories: placement services and one time services. Placement services are services that are provided to individuals to assist them to obtain and/or maintain employment. One time services are services that can be vocational assessments, mental health assessments, community-based assessments, and/or supplement-

tal services to placement services. PiE, Inc. provided placement services to 157 individuals and provided one time services to 138 individuals.

Of the 157 individuals receiving placement services, 8 had employment prior to receiving PiE, Inc. services. Of the 149 individuals seeking employment, PiE, Inc. assisted 68 in obtaining a job. Of the 68, 58 maintained their employment for more than 90 days. All 8 individuals that were employed when referred to PiE, Inc. maintained their positions for 90 days.

Of the 138 one time services, 53 were vocational evaluation services, 37 were clinical services, 18 were community-based assessment services, 13 were benefits analysis services, and 4 were low-vision consultations.

There were 4 individuals that ended their long-term support services.

Eighteen individuals were referred for services but did not start services with PiE, Inc. due to the individual's choice or counselor's choice.

PiE, Inc. did not refuse services to any individual in this Program Year.

65% of individuals achieved the goal of the service that PiE, Inc. provided

Achieving Goals

Each individual that PiE, Inc. serves has an end result that he or she hopes to achieve. PiE, Inc. may assist the individual achieve the end result or may help with a smaller goal that furthers the individual along in the path to the ultimate goal.

To ensure PiE, Inc. is assisting our customers in the right direction, the individual, the PiE, Inc. service provider, and the funding source representative agree to the goal

for the services that PiE, Inc. is providing.

PiE, Inc. is very flexible in changing that goal if the circumstances or preferences of the individual change.

For 2010 Program Year, 65% of individuals achieved the goal of his or her PiE, Inc.-provided service.

Individuals that do not achieve their goals do so for a variety of reasons. In some cases, the indi-

vidual wanted a job but moved out of state; therefore, PiE, Inc. was not able to continue providing services. In some cases, an individual's health prevents them from continuing to receive services.

For those individuals receiving placement services, a summary of the reasons as to why they did not achieve their goal is provided later in this report.

A Summary of Services

PARTNERS in Employment, Inc. classifies its services into 7 categories. Categories may contain one or a dozen different services. In October of 2010, PARTNERS in Employment, Inc. re-classified many of its services to remain consistent with other organizations in the industry. The following pages provide a brief summary of each category, the services contained in that category (according to the previous classifications not the revised ones), and the utilization of these services during the 2010 Program year.

Community-Based Assessment

The purpose of the services in this category are to give an opportunity for an individual to “test” a job to decide what type of job he or she would like to find. This category include the following services:

- Job Shadows
- Community-Based Assessments
- Development of Assessments

Job Shadows allow an individual the opportunity to observe a job first-hand as it is being performed. Whereas a Commu-

nity-Based Assessment allows the individual to try-out a job by actually performing the job tasks. PiE, Inc. pays the individual for the time that they work. Development of an assessment allows PiE, Inc. the opportunity to find a Job Shadow worksite or a Community-Based Assessment worksite that is customized to each individual’s unique needs and desires.

PiE, Inc. provided services from this category to 25 individuals during the last Program Year.

Vocational Evaluation

The purpose of these services is to assist the individual in choosing a final goal for the services he or she is receiving. Services in this category include the following:

- Career Exploration
- Informational Interviews
- Vocational Assessments
- Comprehensive Vocational Assessments
- Transferable Skills Analysis
- Employment Readiness Assessment

Sometimes individuals are forced into career changes after an injury or accident. Individuals just graduating from high school may be unsure of what direction

to take, what career to choose. Then there are individuals who may be re-entering the work field after a long break and are not sure where they fit in anymore. Career Exploration and Informational Interviews are exploratory services that gather information about the individual and a handful of jobs in which the individual is already showing interest. The assessments involve testing software designed to analyze the individuals interests as well as his or her aptitudes and match those to potential job choices.

PiE, Inc. provided exploratory services to 18 individuals and assessments to 35 individuals for a total of 53 individuals receiving services from this category.

Community-Based Assessments

Vocational Evaluations

Personal Adjustment

Work Adjustment

Job Coaching

Job Development

Follow Along Services

Clinical Services

Other Individual Services

Employer Services

Community-Based Assessments let you “test” a job to see if it is right for you.

A Summary of Services

Personal Adjustment

Personal Adjustment may sound a little intimidating but this category has only one service:

- Personal Adjustment

This service is provided to individuals to help them adjust to looking for employment or adjust to working.

Sometimes an individual needs assistance in an area such as organization,

money management, hygiene, or any number of issues. Personal Adjustment is a very broad category because PiE, Inc. likes the flexibility of tailoring the service to each individual's unique situation and need.

In the 2010 Program Year, one individual received this service.

Work Adjustment

The Work Adjustment category also contains only one service:

- Work Adjustment

Like Personal Adjustment, this service is also broad but is focused on work issues.

If an individual has work-related issues, such as anger management, tardiness, absenteeism, etc., this service may be provided to assist the individual in addressing the problem area.

This service was provided to 2 individuals in the past Program Year.

Job Coaching

The Job Coaching category consists of services provided to assist individuals in learning job tasks, becoming comfortable with their supervisors and co-workers, and providing moral support when needed. Services in this category include the following:

- Job Coaching
- Job Save/Retrain

Job coaching is typically provided when an individ-

ual starts a job and the individual or funding source has requested assistance in starting the job. Starting a new job can be overwhelming. PiE, Inc. can provide a Job Coach to learn the job with the individual and assist in completing the tasks until the individual is comfortable and capable to complete tasks on his or her own. The Job Save/Retrain service is provided when an individ-

ual's work performance may be suffering. His or her job may or may not be in jeopardy, but PiE, Inc. will assist the individual in improving work performance by retraining the individual in his or her job tasks and/or meeting with the employer to improve natural supports at the work site.

Services in this category were provided to 28 individuals in the 2010 Program Year.

**28 individuals
received
Job Coaching
services in the
2010
Program Year**

A Summary of Services

Job Development

Job Development services are provided to assist in the process of obtaining a job. These services include the following:

- Labor Market Analysis
- Job-Seeking Skills Training
- Employee-Employer Compatibility Analysis
- Job Development
- Follow up
- Employment Intervention

A Labor Market Analysis provides a report on the current labor market (training requirements, open positions, turnover, expected starting wage) of a particular job that an individual is interested in. This information may help the individual decide if that job is what he or she really wants to obtain.

Job Seeking Skills Training is structured training in preparing a resume, interviewing, networking, and a host of other job-seeking topics. This allows the individual to do much of the job search on his or her own.

An Employee-Employer Compatibility

Analysis allows an opportunity for both a community employer and individual to try a job for a determined period of time to see if it is a good match for a hire.

The Job Development service provides a team of job developers to the individual to search for job openings, assist in filling out applications, send out resumes, and do a host of other job searching tasks. This service is as intense as the individual's needs dictate.

Follow up is a service provided to every individual that PiE, Inc. assists in obtaining employment. For at least 3 months, PiE, Inc. will contact the individual periodically to see if everything is going well at the new job.

Employment intervention is a service provided when a problem or issue has arisen at the worksite. A job developer will advocate for the individual to see if there is a possible solution to the issue.

PiE, Inc. provided Job Development services to 161 individuals during the 2010 Program year.

PiE, Inc. provides a team of Job Developers to assist the individual in finding a job

Follow Along

The Follow Along category consists of services that have no end date. These services include the following:

- Follow Along
- Long-term Job Coaching

The Follow Along service provides a periodic check-in, typically once a month, with the individual and the employer. It provides minimal on-going support for

the individual. Long-term Job Coaching is provided to the individual that is otherwise unable to maintain employment. A PiE, Inc. service provider is with the individual at the worksite 100% of the time assisting the individual complete work tasks.

This past Program Year, 17 individuals received services from this category.

A Summary of Services

Clinical Services

*PiE, Inc. offers
private
counseling*

PiE, Inc. employs a team of qualified individuals to provide its Clinical Services.

Clinical Services include the following:

- Mental Health Assessments
- Mental Health Interviews
- Learning Disability Testing/Diagnosis
- Counseling
- Case Management
- Drug Testing

Our professionals have the credentials to diagnose mental illnesses for service eligibility purposes. In addition, if a mental illness does exist, we may also provide short-term counseling until a long-term

solution can be found.

PiE, Inc. offers private counseling directly to individuals willing to pay a reasonable fee for this service. PiE, Inc. offers EAP counseling to area employers as well.

PiE, Inc. provides Case Management services to individuals working with the Bureau of Worker's Compensation. PiE, Inc. also offers 5-panel Drug Testing with immediate results.

During the previous Program Year, 37 individuals received Clinical Services.

Other Individual Services

*Staff providing
Financial
Analyses have
been
professionally
trained in the
rules of the
Social Security
Administration*

PARTNERS in Employment, Inc. offers miscellaneous services that may supplement other services the individual may be receiving or may be a stand-alone service meeting a particular need of the individual. Other services include the following:

- Financial Analysis
- Low-Vision Consultation
- Foreign Language Interpretation
- Background Check

A Financial Analysis is provided to examine an individual's Social Security benefits and determine how earning income may affect these benefits. The PiE, Inc. service provider will provide a recommendation for the best case scenario for the individual. PiE, Inc. staff that provide this service have been thoroughly trained in Social Security rules and practices.

Low-Vision Consultations are provided by a PiE, Inc. employee with years of experience working with individuals with vision impairments. The consultation can include assisting the individual in learning an adaptive tool, assisting in the process of implementing an accommodation at a worksite, and much more.

Foreign Language Interpretation provides Spanish interpretation for those that speak little to no English.

Nationwide background checks can be provided instantly which will include arrest and conviction records, a search of sex offender registries, and driving violations.

PiE, Inc. provided 13 Financial Analyses, 4 Low-Vision Consultations, and 1 Background Check during the 2010 Program Year.

A Summary of Services

Employer Services

PARTNERS in Employment, Inc. offers services directly to employers. These services include the following:

- Drug-Free Workplace Training
- EAP Counseling
- Drug Screening
- Consultation Services
- Orientation Services
- On-the-Job Training Services
- Applicant Screening Services

If you are interested in learning more about these services, please feel free to call the PiE, Inc. office during regular business hours.

Additionally, PiE, Inc. offers assistance in finding the right employee for employer's needs by opening up an often under-utilized pool of workers. PiE, Inc. provides assistance in training and follows up on any hire to assist in any issues that may arise later. PiE, Inc. provides assistance in obtaining tax credits for those individuals hired through its programs.

Community Service

A group of PARTNERS in Employment, Inc. employees decided to collect food for a local food pantry during September and October. Several items of nonperishable foods were collected. St. John's Lutheran Church Food Pantry was the recipient of the foods. Mrs. Nancy Schatz, a representative of the food pantry, received the items. She reported that they were in need of food at this time because a week ago about 55 families came for food. Ms. Schatz ex-

plained that there has been an increase in families because of the current employment rates. More families are blended and larger because adult-children are moving into their parents' homes with their children and spouses because the adult-children are no longer able to afford their own housing.

Ms. Schatz reported that the Defiance area is served by the food pantry. This includes the entire county as well as



Employees at PARTNERS in Employment, Inc. donated food to give to the St. John's Lutheran Church food pantry.

the surrounding counties. She stated they appreciated the thoughtfulness and the generosity of the group to assist others in need.

Placement Outcomes

Wages

The average starting wage was \$9.09

The average wage at 90 days was \$9.37

Wages ranged from \$7.30 to \$30.00 per hour.

Benefits

PiE, Inc. only counts placements with benefits when those benefits are health insurance, vision/dental insurance, paid vacation, paid sick time, and/or retirement benefits.

23% of placements offered benefits.

Hours

The average hours offered by placements were 27 hours per week.

There were 21 placements, 24%, that were full-time.

Most placements were for 20-29 hours per week.

PARTNERS in Employment, Inc. worked with 157 individuals to obtain and/or maintain employment. There were 8 individuals that were already employed when entering PiE, Inc. services, and PiE, Inc. assisted them in maintaining their employment for 90 days.

Of the 149 individuals PiE, Inc. assisted in obtaining employment, 68 were hired, reflecting a 46% placement rate. Of those 68 individuals, 58 individuals (85%) remained employed for more than 90 days.

PiE, Inc. is committed to finding good employment for the individuals we serve. PiE, Inc. strives to find the most appropriate job for an individual that will meet his or her preferences, abilities, and needs. When this does not happen for whatever reason, PiE, Inc. is more than willing to find other possible jobs to suit the individual. PiE, Inc. assisted 18 individuals in obtaining employment multiple times. This is a continuation of a trend in increasing multiple placements that was noticed

during the 2009 Program Year. The specific reasons behind each unsuccessful placement are unique; however, they may be summarized by the following:

- 3 let go due to performance issues
- 8 laid-off
- 4 fired
- 10 quit

Although a direct cause as to why more individuals are in need of multiple placements has not been found, PiE, Inc. will continue to do its best to assist individuals in becoming employed.

Types of Placements

PARTNERS in Employment, Inc. classifies placements into these categories:

Construction trades— includes home, office, or road construction, general contracting, etc.

Custodial— includes maintenance, janitorial, landscaping, etc.

Food services— includes dietary aides, fast food crew members, servers, cooks, dishwashers, cashiers, etc.

Health/Social Services— caregivers, STNAs, day

care worker, teachers, residential services providers, etc.

Industrial Trades— includes factory laborer, assembly, line operator, etc.

Marketing and Sales— includes sales representatives, call center workers, etc.

Mechanical Trades— includes engineers, technicians, etc.

Retail Services— includes cashiers, stockers, baggers, loaders/unloaders, etc.

Service— includes accountants, graphic designers, drivers, pet groomers, etc.

Other— includes other jobs that don't fall into the previous categories.

The top 5 placement categories this year were

- ⇒ Retail Services
- ⇒ Service
- ⇒ Food Services
- ⇒ Health/Social Services
- ⇒ Custodial

Placement Outcomes

Services	Construction Trades	Health/Social Services	Custodial Services	Other
Accountant	Independent Contractor Laborer	Billing Clerk	Caretaker	Instructor
Accounts Specialist		Caregiver	General Labor	Packing
Choir Director	Retail Services	Childcare Assistant	Housekeeper	Recreation Assistant
Customer Service Rep	Bagger	Direct Care Provider	Janitor	
Detailing	Cashier	Home Health Aide	Janitorial	Food Services
Driver	Counter	Job Developer	Laborer	Assembler
Graphic Design	Customer Service Rep	Pharmacy Tech	Maintenance	Concessions
Grooming Assistant	Deli Clerk	Residential Companion		Cook
Interviewer	Electronics	Residential Provider	Industrial Trades	Crew Member
Kennel Attendant	Furniture Dept Associate	Sanitizer	Factory Worker	Dishwasher
Lawn Crew	Greenhouse Worker	STNA	General Labor	Food Prep
Park Attendant	Loader/Unloader	Substitute Bus Driver	Laborer	Lobby Attendant
Stocker	Lot Attendant		Sander	Porter
Substitute	Model	Marketing/Sales	Shipping	Prep Person
Usher	Order Processing	Director of Golf Events and Operations		Production
Utility	Stocking	Sales Representative	Mechanical Trade	Sandwich Artist
			Tech I	Supervisor

Community Outreach

PARTNERS in Employment, Inc. continues to be involved in the Defiance community through the Festival of Trees. In December 2009, PiE, Inc. donated a decorated Christmas tree, decorated a tea table, and attended many of the week's events. PiE, Inc. was very sad to see

the Volunteer Connection leave the community in the early part of 2010. It was with pleasure that PiE, Inc. learned that the Defiance YMCA was going to continue the tradition of the festival of trees. This festival has become a much anticipated event for employees, and PiE, Inc. was hon-

ored to continue to participate in the events of the festival and donate to the organization's youth program. PiE, Inc. firmly believes in supporting the community and organizations that serve the community.

What about those that never got hired?

There were 81 individuals that never found a job, and 6 individuals that lost a job, asked for assistance in locating another job, and did not find another job. Below is a table of reasons given by the individual, the funding source, or PiE, Inc. as to why services ended before employment was obtained.

Reasons for Not Obtaining Employment	
Individual was noncompliant with the plan. This is a determination made by the funding source when an individual continually misses appointments, stops	28
Individual no longer wanted a job. When an individual's circumstances change and he or she no longer desires to seek employment, PiE, Inc. will end services at the individual's request.	13
Medical issues interfered. When an individual's medical issues become overwhelming, PiE, Inc. will end services until the individual is better able to seek employment.	12
Individual preferred to work in a workshop. PiE, Inc. believes the individual is the best person to decide where he or she should work. If the individual prefers a workshop, PiE, Inc. completely supports that decision.	6
Individual moved out of the area. PiE, Inc. serves a 9-county area. Although PiE, Inc. likes to be flexible, oftentimes when an individual moves, we can no longer serve them.	5
Employment was not obtained in a timely manner. This is a determination made by the funding source or the individual. Whether a matter of patience or a matter of funds, the amount of time allowed varies by funding source, by funding source representative, and by individual.	5
Individual transferred to another vendor. Although PiE, Inc. does not like to lose customers, it does understand that other vendors have different strengths that may better meet an individual's need.	4
Legal issues interfered. The individual may have been arrested or sent to jail.	3
The individual had a narrow vocational goal. Although PiE, Inc. thrives on searching for a wide-array of jobs, there are some jobs that do not have a lot of openings. If an individual is determined to have one of these jobs and only one of these jobs, PiE, Inc. will do its very best but cannot always succeed.	3
Individual placed on hold for more than 3 months. By policy, PiE, Inc. will terminate services for any individual placed on hold for more than 3 months. The reason behind this policy is that a lot may change in 3 months, and PiE, Inc. would like a fresh approach to an individual's case after so much time has passed.	2
The individual decided to go to school. PiE, Inc. fully supports individuals who seek higher education or training to be better equipped for searching for employment later.	2
The individual passed away.	1
The individual did not have transportation.	1
The individual became self-employed.	1
Individual requested to end services without giving a reason.	1

Service Efficiency

PARTNERS in Employment, Inc. is committed to delivering its services efficiently. PiE, Inc. is aware of the current economy's affect on individuals, funding sources, and employers. PiE, Inc. strives all the harder to assist individuals in finding jobs that are a good match for the individual's skills and interests as well as the employer's needs in a timely manner and with resourceful use of funds. The 4 charts below show a break-down of the fees PiE, Inc. charged to provide services. They are grouped by the end result of the individual's services.

Employed @ 90 Days			Not employed @ 90 Days		
Participants	Service	AVG Cost	Participants	Service	AVG Cost
	Community Based Assessments		1	Community Based Assessments	\$885
	Vocational Evaluations			Vocational Evaluations	
	Personal Adjustment			Personal Adjustment	
	Work Adjustment			Work Adjustment	
18	Job Coaching	\$1647	1	Job Coaching	\$1293
66	Job Development	\$2963	3	Job Development	\$663
	Clinical Services			Clinical Services	
	Other Services			Other Services	
	Average Cost per Positive Closure	\$3412		Average Cost per Positive Closure	\$3727

Not Employed			One-Time Services		
Participants	Service	AVG Cost	Participants	Service	AVG Cost
6	Community Based Assessments	\$1395	18	Community Based Assessments	\$2142
	Vocational Evaluations		52	Vocational Evaluations	\$558
1	Personal Adjustment	\$180		Personal Adjustment	
	Work Adjustment		2	Work Adjustment	\$413
1	Job Coaching	\$1925	7	Job Coaching	\$2829
86	Job Development	\$3679	6	Job Development	\$1210
	Clinical Services		37	Clinical Services	\$566
2	Other Services	\$679	17	Other Services	\$351
	Average Cost per Positive Closure	\$3773		Average Cost per Positive Closure	\$887

Service Satisfaction

Overall, 94% of individuals PiE, Inc. serves are satisfied with their services.

PiE, Inc. is very concerned with the satisfaction of its customers. Throughout placement services, individuals are asked if they are satisfied with the service(s) they are currently receiving. Surveys are sent at the completion of all services as well. Employers are sent surveys after they hire an individual. Funding sources are sent surveys annually also.

PARTNERS in Employment, Inc. makes every effort to continually improve services and relations with individuals, funding sources, and employers. Comments and suggestions are always welcome and much appreciated.

Survey Type	Number of Surveys Sent	Response Rate	Percent Satisfied with Services
Community-Based Assessments	22	32% Responded	100%
Vocational Evaluation	40	40% Responded	100%
Personal Adjustment	3	33% Responded	100%
Work Adjustment	2	0% Responded	—
Job Coaching	17	47% Responded	88%
Job Development	99	23% Responded	78%
Clinical Services	17	24% Responded	100%
Follow Along Services	8	63% Responded	100%
Employers	17	29% Responded	100%
Funding Source Representatives	55	36% Responded	95%

What Customers Are Saying...

[My JD] went above and beyond to take care of me and my job needs.

Excellent Job Coach that is a pleasure to be with daily. She is kind, competent and an excellent listener.

[My JD] is very caring and helpful. She makes you feel comfortable. She is very good at her job.

I found [my counselor] very professional, a joy a privilege to work with. If given the opportunity to work with her again, I would.

I will recommend them to my friends.

She helped me though a rough time in my life.

Great communication, and they treat consumers with respect.

Project GOAL

On September 1, 2009, PARTNERS in Employment, Inc. began a 13-month program called Project GOAL. This program was funded through a grant awarded by the Ohio Rehabilitation Services Commission (RSC).

The purpose of this program was to assist individuals in narrowing their interests to a few possible job goals. Services included a combination of Employment Readiness Assessments, Career Assessments, Informational Interviews, and Job Shadows.

PiE, Inc. had 2 qualified staff oversee each case.

The Program continued through September 30, 2010.

During the 13-month program, 136 individuals were referred, and 111 individuals received services. Here is a summary of services that were provided:

- 111 Employment Readiness Assessments
- 54 Career Assessments
- 11 Informational Interviews
- 2 Job Shadows

Of the 109 satisfaction surveys that were sent, 34 were returned. Of those returned, 91% indicated they were satisfied with the services they received.

The feedback PiE, Inc. received from RSC was also positive.

PiE, Inc. enjoyed having this program and continues to offer Employment Readiness Assessments, the Career Assessments (called the Vocational Assessments), Informational Interviews, and Job Shadows.

Project NOW

During the same period as Project GOAL, PiE, Inc. also ran another grant-funded program called Project NOW. Project NOW was a collaborative effort with NetWORK out of the Toledo area. Project NOW focused on intensive Job Development and also offered Work Experiences to individuals. PiE, Inc. focused its services in the rural areas of Northwest Ohio, whereas NetWROK pro-

vided services in the Toledo/Lucas County area.

Project NOW had a shaky start but soon found its niche. PiE, Inc. had a dedicated and qualified Job Developer providing services to individuals referred into this program.

By the end of the 13 month program, 20 individuals were served, 11 jobs were obtained, and 6 Work Experiences were

completed.

Although PiE, Inc. sent out satisfaction surveys, none were returned.

PiE, Inc. continues to offer Job Development services and Work Experiences through its fee-based program.

PiE, Inc. likes trying new programs and learned a lot from this experience.

Demographics

PiE, Inc. collects demographic information on the individuals we serve in order to improve and tailor our services more

effectively. PiE, Inc. strives to keep its staff trained in general service delivery practices and in the disabilities of those PiE, Inc. serves. With a better understanding of the affects

and concerns common to specific disabilities, PiE, Inc, staff are better able to address these concerns at the beginning of service delivery. PiE, Inc. also looks at where ser-

vices are being used, ages, and education-level to make sure adequate and qualified staff are available that best meet the needs of the individuals served.

Employed @ 90 Days Demographic Summary

Age	Disability	Education	County	Race	Gender
14-19	ADD/ADHD	No HS Diploma/GED	Defiance	African American	Female
20-29	Autism	Current HS	Fulton	Asian American	Male
30-39	Cerebral Palsy	Special Ed Grad	Hancock	Caucasian	
40-49	Emotional	HS Grad/GED	Henry	Hispanic	
50-59	Epilepsy	HS Plus	Lucas	Other	
60+	Head Trauma	Bachelor's Degree	Ottawa	Unreported	
	Hearing	Post Graduate Work	Paulding		
	Learning Disability		Putnam		
	MR-Mild		Sandusky		
	Multiple Sclerosis		Seneca		
	Orthopedic		Van Wert		
	Substance Abuse		Williams		
	Visual		Wood		
	Other				

Not Employed @ 90 Days Demographic Summary

Age	Disability	Education	County	Race	Gender
14-19	ADD/ADHD	No HS Diploma/GED	Defiance	African American	Female
20-29	Autism	Current HS	Fulton	Asian American	Male
30-39	Cerebral Palsy	Special Ed Grad	Hancock	Caucasian	
40-49	Emotional	HS Grad/GED	Henry	Hispanic	
50-59	Epilepsy	HS Plus	Lucas	Other	
60+	Head Trauma	Bachelor's Degree	Ottawa	Unreported	
	Hearing	Post Graduate Work	Paulding		
	Learning Disability		Putnam		
	MR-Mild		Sandusky		
	Multiple Sclerosis		Seneca		
	Orthopedic		Van Wert		
	Substance Abuse		Williams		
	Visual		Wood		
	Other				

Referred-Not Placed Demographic Summary

Age	Disability	Education	County	Race	Gender					
14-19	14	ADD/ADHD	4	No HS Diploma/GED	5	Defiance 10	African American	6	Female	36
20-29	25	Autism	7	Current HS	16	Fulton 15	Asian American		Male	51
30-39	8	Cerebral Palsy	1	Special Ed Grad	2	Hancock	Caucasian	77		
40-49	21	Emotional	28	HS Grad/GED	43	Henry 7	Hispanic	3		
50-59	17	Epilepsy	3	HS Plus	17	Lucas 21	Other	1		
60+	2	Head Trauma	2	Bachelor's Degree	4	Ottawa 1	Unreported			
		Hearing	1	Post Graduate Work		Paulding 1				
		Learning Disability	7			Putnam 4				
		MR-Mild	7			Sandusky				
		Multiple Sclerosis				Seneca 1				
		Orthopedic	19			Van Wert 12				
		Substance Abuse				Williams 4				
		Visual	6			Wood 11				
		Other	2							

One Time Service Demographic Summary

Age	Disability	Education	County	Race	Gender					
14-19	15	ADD/ADHD	3	No HS Diploma/GED	12	Defiance 21	African American	3	Female	65
20-29	41	Autism	6	Current HS	18	Fulton 10	Asian American		Male	73
30-39	32	Cerebral Palsy	1	Special Ed Grad	7	Hancock 1	Caucasian	123		
40-49	33	Emotional	48	HS Grad/GED	61	Henry 12	Hispanic	11		
50-59	20	Epilepsy	2	HS Plus	33	Lucas 27	Other	1		
60+	6	Head Trauma	4	Bachelor's Degree	6	Ottawa 4	Unreported			
		Hearing	10	Post Graduate Work	1	Paulding 5				
		Learning Disability	9			Putnam 8				
		MR-Mild	6			Sandusky 3				
		Multiple Sclerosis	2			Seneca				
		Orthopedic	39			Van Wert 18				
		Substance Abuse				Williams 3				
		Visual	7			Wood 26				
		Other	1							

**PARTNERS
IN EMPLOYMENT,
INC.**

206 Perry Street
Defiance, OH 43512

5660 Southwyck Blvd,
Suites 120/130
Toledo, OH 43614

Phone: (419) 784-9828
Toll free: (866) 695-9643
Fax: (419) 784-9826
partners@aboutpieinc.com
Www.AboutPieInc.com

**Check us out on
Facebook!**

PiE, Inc.: Your Employment Link

Mission:

To encourage and support individuals in achieving and maintaining community employment.

To aim for excellence in the services provided to our customers.

Vision Statement:

To be a blessing to others.



Pecan PiE

INGREDIENTS

1 3/4 c. sugar
1/4 c. dark corn syrup
1/4 c. butter
1 Tbs. cold water
2 Tbs. cornstarch
3 egg
1/4 Tps. salt
1 Tps. vanilla extract
1 1/4 c. chopped pecans
1 9 in. pie crust

DIRECTIONS

Preheat oven to 350 degrees.

In a medium saucepan, combine sugar, corn syrup, butter, water, and cornstarch.

In a large bowl, beat eggs until frothy. Gradually beat in cooked syrup mixture. Stir in salt, vanilla, and pecans.

Pour into pie crust.

Bake in preheated oven for 45-50 minutes.