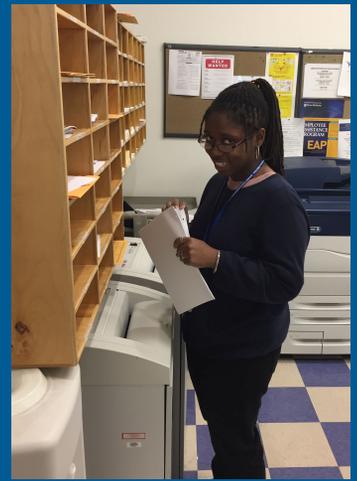


## Adrienne (Pennsylvania)

Adrienne participated in Project SEARCH at Drexel University during her last year of high school, where she honed her clerical skills and discovered that she thrived in an office environment. As part of an inclusive hiring initiative by Philadelphia International Airport (PHL), Adrienne was hired to work in the City of Philadelphia Department of Aviation's Human Resources department, which aligned perfectly with her skills and preferences.

The City of Philadelphia has well-established hiring practices, including a requirement that all job candidates first pass the Civil Service exam. To create a more comfortable entry for non-traditional learners, PHL hired Adrienne as a *Departmental Aide* – after working for one full year in that position, she satisfied Civil Service equivalency and became a permanent City of Philadelphia employee. In September 2018, Adrienne hit that mark and earned status as a dues-paying union member. She now enjoys a living wage, scheduled pay increases, a generous benefits package, pension program, and the security and satisfaction that comes with sustainable employment. This is a phenomenal job for any young person entering the workforce; as someone who faces challenges associated with disability, this is a life-changing opportunity for Adrienne and her family.



***“Under the expert guidance of benefits counselors, Adrienne has completely eliminated her reliance on SSA cash benefits and continues to work towards financial self-sufficiency.”***

Adrienne began earning full-time wages immediately upon exiting high school. Under the expert guidance of CIS Benefits Counselors, Adrienne has completely eliminated her reliance on SSA cash benefits and continues to work towards financial self-sufficiency. By working full time, Adrienne's income will be far greater than if she continued to receive her SSA check, and the difference is astonishing when we examine earning potential over the course of her career.

As she celebrates her second anniversary with PHL, Adrienne continues to excel at her tasks, which include data entry, filing personnel documents, answering phones, transcribing voicemail messages, and office supply inventory. Over the summer, she took on the new responsibility of daily quality checks of Department of Aviation offices, ensuring that rooms are fully stocked and orderly so that operations run smoothly across the department. After receiving an exemplary annual performance review, her supervisors expressed that they are excited to watch Adrienne continue to gain independence and progress in her career.

This project is a partnership between Community Integrated Services, A.J. Drexel Autism Institute at Drexel University, the Philadelphia School District, PA Office of Vocational Rehabilitation, and PA Office of Developmental Programs.