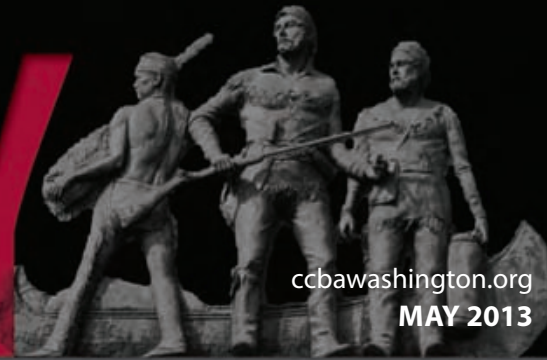


HEARSAY



ccbawashington.org

MAY 2013

OFFICIAL NEWSLETTER OF THE CLARK COUNTY BAR ASSOCIATION

Time; Want more of it? Hire a Person With a Disability

KENNY WALLACE

Hearsay Special Correspondent

This article makes two assumptions: 1. Time is valuable and; 2. Staff turnover is costly for your firm in both lost time and in negative impact to client relations. If these premises hold true, your firm may be interested in a solution. Allow me to introduce Supported Employment.

Supported Employment connects businesses with an employee to address unique labor needs. The non-profit organization I work for, Trillium Employment Services, helps businesses employ people with disabilities and provides ongoing support with training and retention. We believe in maximizing human potential through work, and in doing so, add value to businesses.

Perhaps your thinking, that's a cool idea, I'm glad someone is doing that and I could see that working in retail... but I don't see how that would really work here. You aren't alone in these initial thoughts, so allow me to explain how it has worked for some firms and how it might benefit yours.

The billable hours structure leaves little room for discretionary administrative overhead, placing burdens on paralegal staff who burn out with routine functions and are prevented opportunity for growth or to apply skills on advanced projects. We have been able to help law firms restructure job tasks so experienced paralegals can focus on complex responsibilities and repetitive organizational tasks are handled by a support staff.

Here are methods we've used to help differently sized firms address niche staffing needs.:

- Single attorney needed someone to come in once a week to file invoices that had previously been backlogged for months, creating a crisis in pre-trial times.
- Small firm needed to relieve their paralegal of reception and filing duties so they could focus on preparing pre-trial documents and drafting legal notices.
- Mid-size firm hired someone to prepare the conference room, attend to the waiting area, shred documents, and help with mailings.
- Large firm hired someone to sort and deliver mail, stock office supplies, assemble immigration form packets, and deliver documents.

Among the job seeker pool we have now, is a gentleman named Austin. He is motivated, dependable and interested in a part time office support position to help a firm restructure to allow optimal functionality.

While Trillium supports several law firms in other part of Washington, we have yet to help a local Clark County law firm hire a person with a disability and my challenge to you is to help me change that. If you have interest in learning more about Supported Employment, Austin, or how Trillium might be able to support your firm's staffing needs, please call or email.

To learn more call Trillium Employment Services at (360) 567-3053 or email us at Kenneth@trillium.org or wendy@trillium.org