



Student Workbook

2018 Edition



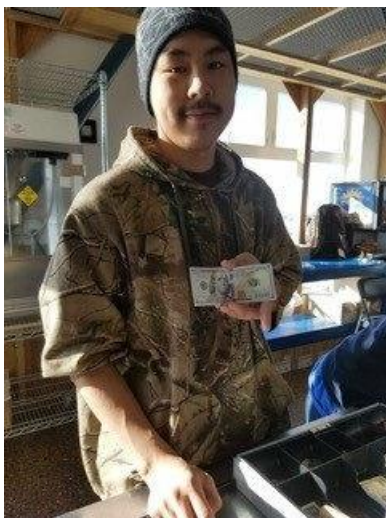
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S'Cool Store is Dedicated to the Students of Nome-Beltz High School

Let Us Buy is the name of a new school store created and run by special education students at Nome-Beltz High School. Let Us Buy started as a conversation in October of 2016 between Jill Peters, Nome Special Education Teacher, and Amy Parker, Fairbanks DVR counselor.

Jill took the idea of a school store back to her students, who quickly jumped at the possibility and the idea became reality in no time. Jill's students were participating in a work readiness class at the time and the opportunity to experience a hands-on class project excited the students.

The first step was to get permission from the school's principal. The class worked on a business plan that included location, products, and pricing. Each student participated in presenting a part of the business plan to school officials in what Jill called a "mini-Shark Tank."



Jason making change at Let Us Buy

Once the students received permission to open a store, the real work began. Each student had to apply and interview for a position in the store. Liam Hukill was hired as store manager.

Other students took positions in sales, as buyers, or inventory control.

The students had to research the products they were going to sell: snacks, school supplies, and spirit wear. They also had to figure out how to order and price the products in order to ensure the store made a profit and remained sustainable.

Amy Parker, the DVR counselor serving Nome, supplied start-up funding for this student led enterprise using DVR's Pre-Employment Transitions Services (Pre-ETS). Pre-ETS funds are designated for projects that help prepare

students with disabilities to transition from high school to postsecondary education or employment.

Let Us Buy opened in April of this year and made a profit of \$850 during its first 5 weeks in operation. However, it is not the money or work readiness skills the students are learning that has made the biggest impact. According to Jill, "There is nothing more rewarding than to see my students feeling pride, ownership and responsibility. And I love that it's the Special Education students that are doing something really cool that everyone wishes they could be a part of! You should see their excitement every time someone buys something they picked out."

You can find out more about DVR's Pre-Employment Transition Services at: <http://labor.alaska.gov/dvr/transition.htm>



Liam Hukill, store manager, and Raichel Sahlin model the shirts they designed for Let Us Buy



Let Us Buy staff - Jonathan, Monica, Eddie, Steven, Liam, Nick, Raichel and teacher Jill Peters

Module 1: Are You an Entrepreneur?

An **Entrepreneur** is someone who starts a business that provides goods or services for payment. Many successful entrepreneurs share certain personal qualities or traits. It's rare that someone excels at all the traits below. Understanding the qualities of successful entrepreneurs may help you decide whether starting a business is a career path you'd like to pursue.

Let's see if these traits sound like you:



Entrepreneur Traits	Sounds Like Me	Kind of Like me	Not Me
Takes Initiative			
Driven To Succeed			
Sets Goals			
Resourceful			
Organized			
Good People Skills			
Realistic			



Did you find a trait that sounded like you? _____ More than one? _____

Don't feel bad if you couldn't check a lot of traits. Most people don't have all the traits, not even famous entrepreneurs. Some of these things you may have to learn how to do. Or, you could find a partner or hire someone who can do the things that you can't.

Let's talk more about what it takes to run your own business. Entrepreneurs can't always hire someone to work for them, especially as a small business just getting started. That means they are responsible for everything it takes to run the business. Circle the tasks you would be willing to do:



Get up early	Stay late	Work on your day off	Sell a product or service
Dress neat every	Pay bills on time	Order products or	

Can you think of other tasks a business owner might have to do?

Alaska Teen Entrepreneurs



907Boards

Alaskan entrepreneur Casey Conner started 907Boards two years ago when he was fourteen. This summer, with his family's help, he opened a full-service shop in Anchorage offering skateboards, longboards, safety gear, apparel, training and a community meeting space for science, business and math classes as well as youth groups. They even hold a weekly, "Friday Pizza Night."

During the school year, the sixteen year old divides his time between running 907Boards and his responsibilities as a high school sophomore.

"With the help of my parents, I wanted to share the love that I have for boarding while giving kids a safe place to do homework, play foosball, or just meet up," Conner says.



Why did Casey start 907Boards? _____?



Alaska Paracord Designs

Like most 14-year-olds, Grayson Davey, struggles to manage his time. But the thing that devours his free time is what sets this South High School freshman apart.

Davey was eleven in February 2013 when he started Alaska Paracord Designs with \$300 and a business idea aimed at saving lives. Now he has nine employees and is on track to make \$40,000 this year from his part-time business. "He could easily make it a full-time job," Trent says. "We're trying to find that balance between school and being an entrepreneur."

The fledgling enterprise designs, manufactures, and sells survival gear bracelets and key fobs with tools built in to start a fire in the wilderness, lash together a shelter and catch a fish or two for dinner.

It got its start three years ago when Grayson sold his Alaska Survival Bracelets online, at the Spenard Farmer's Market, and at three retail outlets. This year, he joined the, "Made in Alaska" program and expanded to sell his items at retail outlets across Alaska and directly at several Anchorage Craft shows.



Why did Grayson start Alaska Paracord? _____



Is there something you enjoy making or doing that you think someone might be willing to pay you for?

Module 2 – Product: Goods and Services

Everyone has needs and wants, big and small. We need food and clothing, and we may want candy and video games. Those things are called “**goods**.” We may need someone to fix our families T.V. or car, and we may want someone to clean our house. Those things are called “**services**.” Whatever a business is selling, whether it’s a good or a service, it’s their **product**.



What are some goods that you buy? _____

What are some services that your family buys? _____

We all have different reasons for why we shop where we do. You may choose to shop one place for low prices or you may choose to shop somewhere else because that business gives good customer service. Think of some businesses where you buy products.



List some reasons why you choose to shop where you do:

When two or more businesses offer the same or similar products they are called “**competitors**.” When starting a business, it’s important to know who your **competition** is and as much about their businesses as possible. A new business looks for ways to create an advantage over the existing competition. They can do this by finding out what everyone else is doing, and then doing something different.



Circle the items below that would give a business an advantage over its competition:

Better Quality / Freshness

Cheaper Prices

Friendly Service

Did your group come up with some other good ideas?



Is there a product, (a good or service) that you can do better than another business in your community? Is there an “advantage” you can bring to a business that no one else does or that you can do better?

S’Cool Store Business Plan – Step 1

You, your teacher and the other students are a business team working on opening a business: Your S’Cool Store! Successful businesses start with a plan and follow that plan. You will work together with your business team as you develop your business plan and put it into action. As you go through this exercise, answer the questions at the end.

S’Cool Store goal: Tony Robbins once said, “Setting goals is the first step in turning the invisible into the visible.” Your first step is to come up with a goal for S’Cool Store. Your goal should be something you feel is worth working for. Here are some ideas but you need to work with the team to come up with a goal everyone can agree to support.

Pizza party, a school trip, etc.? Donation to a local charity? Buy something the school needs?

Business idea - A good business starts from a good idea to meet the needs, or wants, of potential customers. These tips can help you decide a good business for your team:

- Do customers need this good or service?
- Who will want to buy the product?
- Can you sell it at a price that customers can afford?
- Do you have, or can you get, the knowledge and resources to run this business?

Business name: Every business needs a name so people know who you are. Have fun with this. Jot down a few crazy ideas and share them with the group. Just remember your business name should represent your business well.

Wrap Up: Now that your business team has made some decisions, fill in the lines below. By the time you are finished with all the S’Cool Store activities you will have a complete business plan.



School Store Business Plan

Business Name

Business Goal

How much money will S’Cool Store have to make to reach this goal?

Product and what need it fills

Module 3 - Price, Expenses, Revenue & Profit



A business wants to make money and grow. To do that, it has to sell its products at a profit. Having a good understanding of financial concepts can help a business succeed and avoid mistakes.

Activity - Matching: Draw a line to connect the financial term to the correct definition:

Profit	The price a business pays for the product it sells, plus shipping
Price	The result of a business having costs greater than the its revenue
Cost of Goods Sold	The amount someone is willing to pay for a product and the seller is willing to accept.
Expenses	A financial gain, the difference between the revenue (amount earned) and the amount spent in buying, operating, or producing something (costs).
Revenue	The money a business earns from selling its product
Loss	The amount a business pays to operate. Labor, utilities, rent, tax, and legal fees are some examples.

Using Financial Concepts to Run Your Business

Take a few minutes to complete the Profit and Loss Statement below. This will show you how to use a profit and loss statement to increase your profit.

The "1 Hour, 1 Pizza Parlor" is open for only one hour every day and only makes one pizza per day. They sell the pizza for the going price for pizza in their town: \$21.00. Use the chart on the right to figure out the profit, or loss, for operating the "1 Hour, 1 Pizza Parlor."



Fill in the Profit and Loss statement below and answer the questions.

Cost of ingredients to make one pizza	
Cost of utilities for one hour	
Cost of supplies	
Cost of labor	
Total Operating Expenses	
Revenue for 1 pizza (sales price)	
Total operating expenses	
Total Profit (or Loss)	

Cost of goods sold	
Cheese	\$1.25
Pizza Dough	\$2.50
Secret Sause	\$0.50
Topping	\$0.75
Total	\$5.00
Operating Expenses	
Utilities	\$3.00
Labor: wages	\$12.00
Supplies: plates napkins	\$0.50



If you owned the “1 Hour, 1 Pizza Parlor,” what are some things you could do to make the business more profitable? Write down your ideas and share them with your business team.



“1 Hour, 1 Pizza Parlor’s” owners realize some changes need to be made. They decide to change the business to the “1 Hour, 2 Pizzas Parlor.” The business will still be open for one hour a day, but now will make two pizzas per day, instead of one. The sales price for each pizza will still be \$21.00. To make sure customers know about this change, the business distributes flyers in the neighborhood.

Cost of ingredients to make two pizzas	
Labor cost for one hour	
Cost of utilities for one hour	
Cost of supplies	
Cost for advertising	
Total Operating Expenses	

Revenue for 2 pizzas (sales price)	
Total operating expenses	
Total Profit (or Loss)	

Cost of goods sold for one pizza	
Cheese	\$1.25
Pizza Dough	\$2.50
Secret Sause	\$0.50
Topping	\$0.75
Total	\$5.00
Operating Expenses	
Utilities	\$3.00
Labor: wages	\$12.00
Supplies: plates and napkins	\$0.50
Marketing and Advertising	
Flyers	\$7.00

“1 Hour, 2 Pizzas Parlor” was able to make more money because it chose to operate more efficiently, and increase production. Being able to use financial concepts and business tools, like a profit and loss statement, allows you to see opportunities to increase your profit.

Doing Business in Alaska

Have you ever wondered why things cost so much at the store? Doing business in Alaska, especially rural Alaska, has some special challenges and opportunities that might not be found in other areas of the country. For example, Alaska businesses have much higher shipping costs. We also have higher labor and utility costs than most of the country. In many parts of Alaska there are fewer places to shop. The lack of competition usually means higher prices, but it could also be an opportunity to start a business.



Points to Ponder: Can you make a product or do a service for a lower price than what other operate more efficiently than your competition?

S'Cool Store Business Plan Step 2: Budget



A budget, also called a spending plan, allows a business to tell whether or not it can make a profit. Work with your business team to fill in the budget sheet below.

Product: _____ **Price:** _____

Cost of Goods Sold: _____

Expenses

- Equipment _____
- Supplies _____
- Promotion (signs, flyers, etc.) _____

Other Expenses

- _____
- _____
- _____

Total Expenses

(What you need to start your store) _____

Add the amount of your goal _____

= Profit needed to make your goal (G)** _____

Expected number of sales

(Divide the Profit Needed (**G) by your Price (*P)) _____



Points for Discussion: Looking at your budget, do you think your S'Cool Store will help you meet the goal your team agreed on? If not you will have to work with your business team to figure out a budget that will work?

Module 4 – Communication, Promotion and Location

Communication

How a business communicates within the organization and with those outside the business are both important to the success of a small business. Good communication skills are essential to running a successful business and building a team that can work together. Communication skills are also necessary for providing good customer service and making sales.

Skills for Effective Communication

- Verbal skills: Speak clearly using full sentences. Make sure your tone of voice conveys that you are engaged in the conversation.
- Listening Skills: Pay attention to what the other person is saying and ask clarifying questions to make sure you understand.
- Non-verbal skills: Use eye contact, good posture and facial expression to let the person know you are interested and focused on the conversation.



Circle the skills you would need:

1. When dealing with a customer complaint.

Verbal Skills	Listening Skills	Non-Verbal Skills
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2. During a job interview.

Verbal Skills	Listening Skills	Non-Verbal Skills
---------------	------------------	-------------------

3. When your boss is giving instructions.

Verbal Skills	Listening Skills	Non-Verbal Skills
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Points to Ponder: It's hard for most people to speak in public. How comfortable were you speaking in front of the group as a TV Reporter? Employers value employees who are able to listen and follow directions. Is good listening a skill you have or something you might need to develop?

Module 4 – Communication, Promotion and Location

Promotion

Promotion is advertising a product to generate sales. Anyone who has read a newspaper, listened to the radio or watched TV has been exposed to promotion through advertisements, or ads. A single Ad can contain many different kinds of promotional strategies to catch your attention: logos, catchy slogans, songs and pictures of the product are all part of the mix.



A new business may not be able to afford paid ads in the beginning, but there are other ways to promote a business or product. Can you come up with a couple of ideas to promote a business that wouldn't cost a lot? Jot them down.



Points to Ponder: Have you ever seen a commercial on TV that made you think, "I could do better than that?" Do you have creative ideas or artistic skills you could use to design advertisements or promote a business?

S'Cool Store Business Plan Step 3 – Promotion and Location



Branding is the use of a name, logo, slogan or design to give a product a unique identity. Think about your business name or your product. Can you design a logo, a flyer or sign to promote your business? You could write a slogan or come up with a catchy jingle. Or, you could draw what your Pop-Up S'Cool Store will look like. Share your ideas with your business team.

Remember, an effective promotional activity should:

- Be simple and easy to understand: Keep it short and use simple words. All writing should be legible. If you talk too much, or have too many words on a sign, your message can get lost.
- Grab attention: Use persuasive language, bold headlines, graphics and pictures to grab attention and keep the audience engaged.
- Highlight Benefits: Lowest prices, fast service and best tasting are all examples of the kinds of things that set you apart from the competition.
- Educate: Your promotion should provide all the important information the customer should know so they can buy your product, including where to get your product, when they can get it, and its cost. It's helpful to provide a phone number, email or website for any follow-up questions.



Put your promotional ideas here. (Write, draw, design, etc.)

Location

Have you ever heard the phrase Location, Location, Location? It's a popular way of describing just how important the decision of location is when starting a business. A business should be easy to find and get to and should be open when most customers are shopping.

Work with your business team to come up with a location and times that your S'Cool Store will be open. This will complete your business plan.

A business location should be:

- In a safe place
- Easy to find and get to
- Open when people are shopping
- Near people who want your product
- A place you have permission to be
- Available for the date(s) and time(s) of operation



Your promotional plan:

Your theme or slogan:

Your Location:

Date and hours of operation:



Module 5 - Putting Your S’Cool Store Plan Into Action

Business name (pg. 4)

Business \$ goal and how you will spend it (pg.4)

Product and what need it fills (pg. 4)

The price of your product (pg. 7)

How much you plan to sell (pg. 7)

Cost of startup and where you will get the money (pg. 7)

Your promotional plan (pg. 10)

Your slogan or theme (pg. 10)

Your Location (pg. 10)

Date and hours of operation (pg. 10)

Getting Ready for Opening Day

Successful businesses operate smoothly. Planning is important to make sure that when you open the doors for business, everything is in place. Work with your business team to complete the “Opening Day Checklist.” Be sure to assign each task to a person and that each task has a due date it should be completed by. You can check off each item as the team reports back.



Opening Day Checklist

Assignments	Student Responsible	Due Date
Supplies purchased (list items below)		
☐		
☐		
☐		
☐		
☐		
☐		
☐		
☐	Equipment acquired	
☐	Signs and flyers made and posted	
☐	Change for customers	
☐	Who will set up and what time to arrive?	
☐	Who will clean up?	
☐	Ledger to record sales (pencil)	
Other supplies or things to do		
☐		
☐		
☐		
☐		
☐		
☐	Who will clean up	

Tips for providing good customer service

- **Be friendly:** greet each customer and ask if you can be of assistance.
- **Be professional:** Keep your business neat and clean and serve customers quickly.
- **Handle complaints:** Listen to all complaints and don't make excuses. Fix the problem if you can and apologize if you can't.
- **Sell, sell, sell:** Let people know how good your product is and why they should buy from you. Offer a deal to get them to buy more.
- **Say, "Thank You":** Let the customer know you appreciate their business. Also be sure to thank anyone who helped you with S'Cool Store. If you borrowed money, be sure and pay your investors back.



Points to Ponder: S'Cool Store covers a lot of information. This experience will mean more to you if you take the time to think about your experience. Did you have fun? What did you learn? Did you discover something you did well? Did the business team accomplish its goal?



Photo credit here



Casey Conner (bottom left and above center) is the founder of 907Boards.

Photos courtesy of Casey Conner



Teen Entrepreneurs

Alaska's young adults
start up the state's future

By Heather A. Resz

Starting businesses isn't how most people spend their teenage years, but for some Alaskan teens, businesses they started in middle school and high school are continuing to grow and thrive.

There's Mike Duncle who started Mike's Music in Eagle River more than two decades ago when he was twelve.

Grayson Davey was inspired to launch a line of wearable survival gear after two friends nearly died of exposure following a boating accident.

Kyra Hoenack was serving on the board of a local outreach group for homeless teens when her good idea blossomed into first one business, then two.

Casey Conner founded 907Boards after building his first longboard in middle school shop class.

And there's Tyler Arnold, who at twenty-three-years-old has already started two tech businesses, sold one, and is on track to roll out his third startup later this month.

Davey attributes some of his success to lessons learned at the Anchorage Chamber's "Young Entrepreneurs Academy." He was one of five young entrepreneurs who graduated from the eight-month program this year. The program also paired him with a mentor from the University of Alaska Anchorage College of Business and Public Policy.

More than 1,300 teens in grades seven through twelve have completed the Young Entrepreneurs Academy nationwide.

"That really kicked it up a notch," Davey says.

Alaskan entrepreneur Casey Conner started 907Boards two years ago when he was fourteen. This summer—with his family's help—he opened a full-service shop in Anchorage offering skateboards, longboards, safety gear, apparel, training, and a community meeting space for science, business, and math class as well as youth groups and weekly Friday Pizza Nights.

During the school year the sixteen-year-old divides his time between running 907Boards and his responsibilities as a sophomore in high school.

"With the help of my parents, I wanted to share the love that I have for boarding while giving kids a safe place to do homework, play foosball, or just meet up," Conner says.

He'd never skated before when he made his first longboard in shop at Hanshew Middle School during his eighth grade year. He set up the board, learned to ride, and just kind of fell in love with it, Conner says.

People are generally more familiar with skateboarding—the kind in the Tony Hawk

Today his 907Boards with his custom graphics are available at his Anchorage shop. Or, Conner's graphics are on some Omen Longboards, he says.

"We are definitely the longboard store for Alaska," Conner says.

In the near-term, his goals include continuing to improve his longboard skills and learning as much as possible about business and the industry. Long-term goals include competing nationally, expanding his shop's product lines, hiring employees, and, eventually, open more retail stores.

Conner also offers longboarding lessons at his shop's indoor training facility, which includes a half-pipe. Skaters use the ramps for practicing tricks, but Conner says the two gradual slopes on the pipe are perfect for introducing new students to the sport, like a bunny hill for beginning skiers.

Conner is a student at an Anchorage charter school that also uses the Boardroom at 907Boards to host the science class, a math tutor, and various other student clubs and groups.

"We always wanted to have that training facility and a place for meetings and groups and stuff," Conner says. "We wanted to offer an inviting family-friendly place where people of all ages could learn about the sport."

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Heineken

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Miller Lite

ALWAYS DRINK RESPONSIBLY





Alaska Survival Bracelet, packaged (left) and product components before assembly (above), is one of the products designed, manufactured, and sold by Grayson Davey's business Alaska Paracord Designs.

Courtesy of Grayson Davey

In addition to the \$35 survival bracelet, they also developed and sell the \$25 "Fire Bug" keychain that includes a firesteel, knife-grade scraper, Mylar signal mirror, waxed jute, and an X-Acto blade. The newest addition to the line-up is the \$45 Fish and Flame, which includes everything in the Fire Bug, plus an Alaska fishing kit including hand-tied flies and braided fishing line that can double as a snare—among other uses, Grayson's father Trent Davey says.

To use any of the three survival tools means untying the paracord to get at the items inside. That means after you use your Fire Bug or survival bracelet, you can use the components again, but it's a one-time use tool.

Grayson has a solution for that, too.

Mail the kit's components to Alaska Paracord Designs with the story of how you used it and they will send you a replacement.

spending time in the outdoors," Trent says.

The idea is to carry a few items that could aid surviving for twenty-four to forty-eight hours, he says. Similar survival products don't include tinder, Trent says, so the father and son team designed a way to weave a wax coated length of jute into the designs that still burns even when wet or in sub-zero temperatures.

As a test, they took the prototype bracelet Trent had worn for more than a year and submerged it in water for two days before taking it out and starting a fire with it, Trent says.

"That's a big deal if you are wet and cold. You need to be able to get a fire going now," he says. "Everything that is in there, we know it works." Thanks to his membership in the Made

In Alaska program, three of Grayson's Fire Bugs also will be included as ornaments on the National Christmas Tree in Washington, D.C., this year.

Alaska Paracord Designs

Like most kids his age, Grayson Davey, fourteen, struggles to manage his time.

But what sets this South High School freshman apart is what devours his free time.

Davey was eleven in February 2013 when he started Alaska Paracord Designs with \$300 and a business idea aimed at saving lives. Now he has nine employees and is on track to make \$40,000 this year from his part-time business, his dad, Trent Davey, says.

"He could easily make it a full-time job," Trent says. "We're trying to find that balance between school and being an entrepreneur."

The fledgling enterprise designs, manufactures, and sells survival gear bracelets and key fobs with tools built in to start a fire in the wilderness, lash together a shelter, and catch a fish or two for dinner.

It got its start three years ago when Grayson sold his Alaska Survival Bracelets online, at the Spenard Farmer's Market, and at a three retail outlets. This year, he joined the Made In Alaska program and expanded to sell his items at retail outlets across Alaska and directly at several Anchorage craft shows.

Grayson assembled each paracord design himself until March 2015 when he began hiring employees to help him with assembly in order to expand his market. Now he has a nine-person crew assembling the products using his custom materials. Each week, he picks up the finished items, pays the employee, and delivers more supplies, Grayson says.

Grayson completes the final step in each piece and does a quality check at the same time, he says.

He was already designing paracord bracelets before an accident a few years ago that stranded a friend and his daughter on a gravel bar on the Skwentna River. They waited for help for three days without food, shelter, or any means to start a fire after all of their survival gear was lost when their boat flipped in the river and sank, Grayson says.

The accident gave Grayson the idea to modify his paracord bracelets to include a few bits of essential survival gear—a firesteel, striker, and tinder. So Grayson, with advice from his dad, a former fighter pilot with extensive survival training—set out to create a new kind of wearable survival gear.

Heather A. Resz lives in Wasilla. She's told Alaska's stories for nearly twenty years.

DVR's Pre-Employment Transition Services

DVR has instituted a variety of projects to accomplish this. These projects, combined with DVR counselor's efforts at the local level, provide the foundation for us to reach over 900 students a year.



JOBZ Club: JOBZ Clubs occur after school and use engaging activities to introduce students to “work readiness skills.” Last year over 100 students participated in 18 different JOBZ Clubs across the state. DVR pays teachers to facilitate clubs in their schools. JOBZ Club is a great vehicle for teachers to prepare students for transition and also helps the teacher better connect with DVR.

Transition Camps



Transition Camps: DVR partners with the DEED to fund Transition Camps, partnering with a team of highly qualified special education professionals through Southeast Regional Resource Center. The Transition Camp team travels across the state doing three to five day conferences with school districts and juvenile justice facilities.



Brightways Learning
Phlight Club

Phlight Clubs: DVR partners with Brightways Learning to conduct Phlight Clubs in school districts across the state. Phlight Clubs are three day, lock-in events designed to engage youth and their families for cultivating caring and connected schools and communities. Phlight Club incorporates Pre-ETS self-advocacy and work readiness skills training activities to help youth develop self-esteem and leadership skills.



I did a work experience with Haines Cabel. Now I'm working for them part time. It feels good to be working." - Elliot Wild, Haines



PATHWAYS School to Career: DVR Partners with Northwestern Alaska Career and Technical Center, EXCEL AK and Voyage to Excellence Career and Technical Education program to offer an intensive array of courses that combine Pre-ETS activities with “hands on learning” in specific career fields such as culinary, carpentry and welding.



Summer Work Programs: DVR, in partnership with the Disability Employment Initiative funds summer work experience programs. Summer work provides students with a six week paid work experience. The project was creatively designed to allow students of any ability to participate in programming that leads to competitive integrated employment.



"I like looking at what we did and feeling proud that we've built this. We've built a bridge; we can all say that now!" - Christopher Worrell, Juneau

To find out more about DVR's Pre-employment Transition Services:

<http://labor.alaska.gov/dvr/transition.htm>

Contact DVR's Youth Transition Coordinator at: sharon.moore@alaska.gov