

Sometimes It's Not Just About the Money:
Randy's Shredding Service

Taking a chance...

Randy had never expressed a desire to work. He had significant medical issues that made his team concerned about pursuing employment. But the team also recognized the opportunities that work offers and, with the help of funding from the Division of Vocation Rehabilitation (DVR), guided Randy through a process of thinking about work possibilities.

Advice for any team member who is reluctant about supported employment...

"Give 'em the benefit of the doubt. It's worth a try."

-Eugene Vigil, Esperanza

The First Step

The team ultimately approached DDSD about using *Office Worker* funds to implement a work trial. Despite concerns about his medical condition, Randy's team supported him to try his hand at paper shredding for a local business. Doing so gave Randy opportunities to be around other people, which was the most important part of employment for him. Randy began his work trial at J&J Case Management, which was an easy sell. They knew Randy.

Persistence and Consistency Pay Off!

Finding other businesses to give Randy and his shredding business a chance took persistence. Alice, Randy's job developer through the New Mexico Employment Institute, marketed Randy's services to other businesses in the



building until McClellan Oil Corporation agreed to let him do some trial work. Randy quickly won his employers over and thanks to consistent job coaching support, was soon shredding independently.

These contracts with J&J and McClellan Oil continue today.

After Randy's work trial through Office Worker funding proved successful, his team secured technical and financial support for Randy's business through DVR. With DVR funding, Randy purchased his own shredder and uniform, ensuring Randy looked the part of the business owner he now was!

The Outcome That Matters Most to Randy

While Randy doesn't focus on his paycheck, he clearly values the relationships he has made through his work and enjoys being part of the work environment. He shows that he enjoys being there by smiling and interacting with his coworkers. He particularly enjoys the friendly connection with two of the people who contract for Randy's services, Mark and Lisa. Mark and Lisa treat Randy to an occasional lunch and bought him a jacket embroidered with "Randy's Shredding Service." Clearly, through his work, Randy is an appreciated contributor to a larger community.

The greatest value in this experience has been
"the chance to meet new people and develop
relationships."

-Eugene Vigil, Esperanza

*Thanks to Kay Lilley for developing this story!