



Real Estate and Facilities  
Supported Employment Program

# Summer 2024 Program Update



August 2024

## Introduction

Greetings,

In this Summer of 2024 newsletter, we are happy to share more stories of Supported Employees with you. Please enjoy the stories from Romania, Germany and Ireland, as well as Redmond Washington USA.

It gives us great pleasure to share a little about these individuals who bring their unique skills to their teams at Microsoft locations around the globe.

During 2024, we have seen continued growth in the Supported Employment Program. In fact, since the program started in 2013, over 600 individuals with developmental disabilities have been hired into over 40 different types of jobs at locations of Microsoft across the regions of the world; Europe, Middle East and Africa; Asia Pacific, China and Australia; Latin America and North America. This program is now active at Microsoft locations in 27 countries.

Over the past six months, we have also welcomed student groups from Washington State University to tour the Redmond campus, two cohorts of students at Bellevue College for mock interviews, and Gillian Maguire, Program Manager, delivered the opening keynote of the European Union on Supported Employment conference in Spain!

Looking into the future, it is our sincere hope that we will continue to open employment opportunities for people with disabilities at more and more Microsoft locations.

Wishing you all a wonderful summer and as always, feel free to reach out with any thoughts or suggestions: [supportedemployment@microsoft.com](mailto:supportedemployment@microsoft.com).

From the Microsoft Real Estate & Facilities Team

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# Inclusive Workforce: A Glimpse into Microsoft's Food Halls

## Redmond, Washington, United States

Employment opportunities have increased as buildings opened on the newly constructed East Campus in Redmond, WA. Compass Group wasted no time in announcing multiple job opportunities for Supported Employees in cafés. Some Supported Employees returned to Compass in new roles. Others were given new opportunities to grow as they transferred from other café locations. Additionally, some brand-new folks got to start their careers on the Microsoft campus.

This is an exciting time filled with fresh enthusiasm. One employee who works in Food Hall 9, April Cook, said, "this is my dream job working at a new café on campus!"

To celebrate the new opportunities, the Supported Employment Program organized a workplace photoshoot for 6 Supported Employees working for Compass Group in the food halls on East Campus. The photos illustrate the important role each employee plays in maintaining the food halls' cleanliness, friendliness and readiness to serve the hundreds of Microsoft FTE's, vendors and guests who visit them every day.

We are grateful to Compass Group for their continued championing of inclusive hiring, and their partnership creating many and varied job opportunities for Supported Employees at Microsoft.

Thank you to Joey Fant, Andy Bryant, Chloe Knowles, Mason Ponte, Tara O'Rourke and April Cook for participating in this photoshoot. You can experience their photos on the next page.

For more information on the Supported Employment Program, visit [aka.ms/supported\\_employment](https://aka.ms/supported_employment)



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*“This is my dream job working at a new café on campus!”*

April Cook



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## Andy runs the Boston Marathon

Redmond, Washington, Compass

Congratulations to Andy Bryant who ran in the 2024 Boston Marathon, placing 2nd in the Intellectual Disability Division winning a trophy and prize money!

His time was an impressive 3 hours, 15 minutes and 17 seconds.

Well done, Andy!

## Collaborating for inclusion: Microsoft partners with Bellevue College



Redmond, Washington

This year we partnered with Bellevue College to host mock interviews for students in the Occupational & Life Skills Program. Volunteers were recruited from Microsoft to interview forty-eight students with learning disabilities at Building 111 on Microsoft's Redmond Campus. These mock interviews are an integral part of equipping students with the necessary skills for the job market post-graduation. The volunteers also gained insights into communication with individuals with disabilities and learned about inclusive hiring practices.

Many thanks to our volunteers and partners at Bellevue College. We look forward to continued partnership.

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# Global Employee Spotlights

For more information on the Supported Employment Program, visit [aka.ms/supportedemployment](https://aka.ms/supportedemployment)

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# Silviu Tocila

Bucharest, Romania

Employer | Samsic

Meet Silviu Tocila who performs cleaning and office supplies restocking at the Microsoft location in Bucharest, Romania.

Silviu works for Samsic and started working in the spring of 2022. He has been reliable and flexible, which has been greatly appreciated by everyone at the site. He is valued by his team as he does a great job cleaning and giving a helping hand when needed.

He recently started a course in technology and computer repairs, and the Samsic IT team is supporting him in his studies.



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# Oded Mimon

Herzelia, Israel

Employer | Michlol

Meet Oded Mimon, who is part of Michlol housekeeping team at Microsoft's Herzelia Campus, in Israel, and has been in his role for 2 years.

He lives in Natanya and shares an apartment with 6 roommates. Oded loves playing and watching football. He also plays table tennis and enjoys working out at the gym.

His working day starts at 7 AM and ends around noon. He works closely with his coworker Shalva. Their morning routine includes cleaning the terraces, the campus bridges, and the elevators. He can also work independently.

Oded shared that he feels very welcome at Microsoft, a part of the Michlol housekeeping team, and that "it feels like a warm home".

Oded's dream is to relocate to Thailand one day and keep being a part of Microsoft.

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# Stephen Conway

Dublin, Ireland

Employer | Sodexo  
Services

Meet Stephen who works with the dining team as a Catering Assistant at the Dublin campus. Stephen has been working with the catering team since 2018. He is a vital part of the team that delivers excellent service in this very large vibrant site.

His daily tasks include making sure all the dishes arrive on time at all the food stations. He also manages the cutlery polishing area.

Stephen is always very helpful to other team members, and continuously shows his commitment towards the tasks assigned to him.



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# Maria Halek

Munich, Germany

Employer | Sodexo Services

Meet Maria, who has worked at Microsoft for 20 years, as a Kitchen Helper for Sodexo in Munich, Germany.

She is a reliable worker who comes to work with a big smile and loves to master new challenges.

Maria's work ranges from preparing baked goods, cold dishes and salads to cleaning the cold stores and crockery.

She is always proactive about cleaning her station, which reflects her motivation and enjoyment of her work.

She looks forward to supporting the team during special events, because there is a lot to do and it's great fun.



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# Microsoft presents at European Conference on Supported Employment

The 15th European Conference for Supported Employment, held in Tarragona, Spain, in June, 2024, was attended by over 600 professionals, including Gillian Maguire,



Program Manager for the Microsoft SEP, and Hector Minto from Microsoft's CELA group, who spoke at the event. Hector and Gillian together delivered a keynote presentation to open the conference, titled "Digital Accessibility and Supported Employment; How Microsoft and its Partners are Bridging the Disability Divide".

Hector demonstrated accessibility features built into the Microsoft 365 suite of programs. He also shared Microsoft's engagement with the UK government Department of Work and Pensions, as well as with the British Association on Supported Employment (BASE), through which digital accessibility training has been provided to thousands of British job coaches. Upskilling the coaches is intended to empower coaches to better support people with disabilities in their employment journeys.

Gillian highlighted Microsoft's RE&F Supported Employment Program, which has been recognized as a model of best practice, providing job opportunities for over 600 people with intellectual/developmental disabilities (I/DD) across 27 countries. (Continued on next page)

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## Microsoft presents at European Conference on Supported Employment (continued)

The conference served as a platform for sharing knowledge, developing relationships, and discussing systemic issues within the supported employment provider industry in Europe. It emphasized the need for standardized definitions, values, methodologies, and training for job coaches to enhance the quality of support for disabled individuals seeking employment. The conference also marked the unveiling of the new brand for the EUSE, now known as the Association of Supported Employment Europe (ASEE). The next ASEE conference is scheduled for 2026 in Liverpool, with the dates yet to be determined. Additionally, the next World Supported Employment conference will take place in Australia in 2025.

The conference was an important moment for Supported Employment in Europe, setting the stage for future collaborations and advancements in the field.

The efforts of organizations like Microsoft are instrumental in driving these initiatives forward. The conference's legacy will continue to influence the Supported Employment landscape for years to come.



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