

WILLIAM B. JOSLIN OUTSTANDING  
PERFORMANCE AWARDS PROGRAM



# JOSLIN

## AWARDS PROGRAM



18TH ANNUAL AWARD YEAR

2021

## Brian Ha

eBizDocs ★ Albany/Albany County

eBizDocs opened its doors in June 2019 to job seekers, their parents, guardians, and job or life coaches through a collaboration with the Autism Society of the Greater Capital Region. This event provided a safe environment for individuals who were potentially qualified workers to go on a tour and learn about the eBizDocs data imaging process and jobs. There were two different question-and-answer sessions after seeing the work flow, one for the individuals themselves and one for their parents and other attendees, to explore and ask questions in a non-judgmental and nonthreatening environment.

Nothing about Brian Ha stood out from the tour and question opportunity. He was attentive and shared that he had been looking for work, but asked few questions compared to the other attendees. Although Brian was still in college, he and his father expressed interest in data entry work, as his ultimate employment goal would be in the computer science field.



Tobi Bickweat, production manager and employment specialist for eBizDocs, said, “When I tested Brian’s potential for scanning work, I was amazed. The standard for our data entry positions is 45-50 words per minute (WPM) with 97% accuracy. Brian scored 75 WPM with 98% accuracy, an outstanding performance.” Brian learned that eBiz is a great place to build a resume for individuals who have little or no work experience, and asked whether a position might be available once he finished his coursework at the end of 2019.

Brian started off 2020 with his first job. He was reliable, predictable and wanted to please, but was also reserved, quiet and interacted with others only when conversation was directed toward him.

Tobi shared, “Unfortunately, COVID-19 removed me from the workplace until April 2021, so I had not seen Brian in more than a year. I saw a distinctly different person upon my return. Brian spontaneously walked up to my cubicle to ask questions and seek guidance. He waited for our receptionist every night at the end of the shift to leave with his co-worker. You could see his confidence and belief in himself had blossomed.”

### **Being nominated for this award makes me feel:**

*Like a completely different person. It makes me feel like a major accomplishment has been made or I have reached a major goal in my life.*

Employment is not just about being productive and earning money. It is also about growing as an individual, learning about people who are different from you, and gaining a better understanding about your fit in the world. This past year of employment has been profoundly important to Brian. He still has a dream to work as a computer scientist, but for now he is aware of his worth and has the basis of a strong resume with solid work experience and interpersonal experiences. We know that he will go far.