



Pathways to Careers

A National Employment Initiative For
People with Disabilities



Who We Are...



WORK Inc. has been providing employment services in Boston and the South Shore for people with disabilities since 1965.

SourceAmerica ■

The Institute for Economic Empowerment is a national foundation with a mission to expand and improve employment outcomes for persons with disability.



Since 1976, Marc Gold & Associates has been providing employment and community integration consultation nationwide. MG&A developed the Discovery process, a method of focusing on affirmative identification of skills and assets of people with disabilities.

Pathways Model Overview



Discovery - selection of internships through identification of skills, abilities and interests, and Benefits Planning

Paid Internships – experiential learning opportunities with significant employment potential with facilitation

Customized Job matching and natural support development

Ongoing Career Support – continuing job development and support to ensure employment success

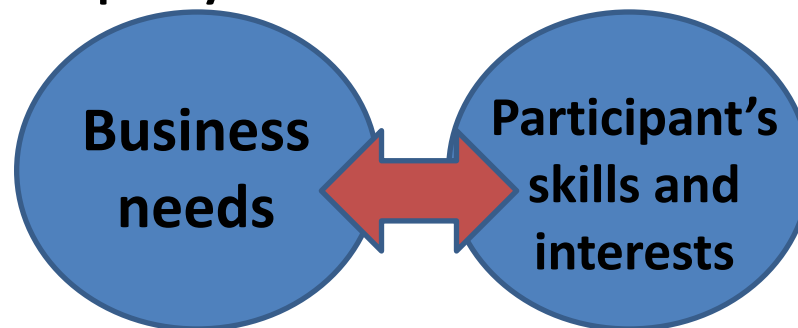
Customized Employment



Zero Exclusion, Strength-based model.

One person at a time... one employer at a time.

A match between the strengths, needs, and interests of the job seeker and is designed to meet the specific needs of an employer.



Cultivating Partnerships

(Employer Relations Specialist)

- Partnership Agreements based on unmet needs
- Needs cataloged for future prospective match
- Tasks that aren't getting done
- Wish list of tasks and projects
- Aspects of job better delegated to others
- Culture tour, task tour, decision tour
- 16 Career clusters

From the National Association of State Directors of Career Technical Education Consortium

1. Agriculture, Food & Natural Resources	9. Hospitality & Tourism
2. Architecture & Construction	10. Human Services
3. Arts, Audio/Video Technology & Communication	11. Information Technology
4. Business Management & Administration	12. Law, Public Safety, Corrections & Security
5. Education & Training	13. Manufacturing
6. Finance	14. Marketing & Retail
7. Government & Public Administration	15. Science, Technology, Engineering & Mathematics
8. Health Science	16. Transportation, Distribution & Logistics

Team

Employment Model Comparison

Supported Employment	Pathways (Customized)
Intake, Career Development Plan 4 meetings, (approximately 8-12 hours)	Discovery Observation of 8 to 12 activities; Profiles, and Internship/Employment Plan, Visual Resume
Preparation Soft skills, expectations, resume and cover letters, interview prep and support	Internships Matching skills and Interests with unmet needs of Employer Partners; “Expanded Discovery”
Job Development Cold calls, networking, response to posted jobs...	Job Development Partnership Agreements, Internship host Company, Presentation to other companies with visual resume

Employment Model Comparison

Supported Employment	Pathways
Job Coaching Informal, subjective, unstructured	Job Coaching Systematic Instruction; Expanded Discovery; facilitation of natural supports
Long-term Support Provided by WORK Inc. as long as necessary	Long-term Support Transitions to Company after 1 year
Other No formal agreements with Businesses	Other Partnership Agreement, Internship Agreement, Employment Agreement

Other Pathways Advantages

Scalability based on certification of skill sets

- Gateway Training

Certifications:

- Discovery
- Systematic Instruction
- Certification in Job Development

Consistent with new WIOA regulations/expectations

Pathways

- **Adherence to a Fidelity Scale**

AND

- **ONGOING DATA ANALYSIS**

Our Employer Partners

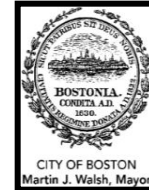


STATE STREET®



Fuji Group
Est 1998

Cradles
toCrayons



Allerton House

Assisted Living Communities

HEALTHWORKS
COMMUNITY FITNESS



zona



EXPAND
YOUR POSSIBILITIES
print | promotions | presence



Café Beirut
Authentic Lebanese Cuisine



THE CHICKEN
& RICE GUYS

CITY FEED and SUPPLY

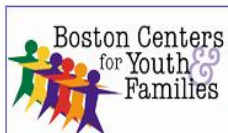


CANINE COLLEGE

Bow Wow RESORT



Allston Brighton APAC



Leahy Holloran
Community Center

America's Food Basket





Bike Shop Intern, Jan-Apr 2016

Primary Tasks

- Stacking & aligning bikes compactly for transport
- Putting bikes on stand
- Wiping down the bike with a rag and degreaser
- Inflating tubes, testing pressure level
- Cleaning and lubing the chain
- Removing/replacing front wheel and rear wheel
- Changing Tire tube



- Moving bikes from shop to truck/truck to shop
- Moving bikes to designated warehouse areas based on status (ie "fixed" "to fix" or "to be shipped")

Secondary Tasks

- Scavenging parts off of bikes, assessing quality to be reused
- Removing wheel axles
- Removing wheel spokes

Chris, pictured left mounting a bike on the stand to be tuned up, with his supervisor and mentor Dan Lynch. Below, learning to remove spokes.

