

Training on the Job

Training and support are customized to the specific needs of the individual, the employer, and the social aspects of the job. Training and accommodations are always done in ways that are respectful of the individual, and encourage integration into the job environment. For example, co-workers interact and give feedback directly to the employee, and not through the job coach; the job coach does not speak for the employee.

Skills and Social Match

In developing jobs, the agency not only looks for a job which is a good match to the skills, culture, and interests of the individual, but also finds jobs which a person is comfortable in socially. For example, a person who is naturally quiet and likes to keep to themselves would not be placed in a job which requires lots of personal interactions and where everyone else is outgoing.

Social Inclusion

Jobs are developed and services provided so that people not only get a job, but also get the chance to make friends and participate in social activities connected with the job. People are encouraged and provided assistance to participate in such activities as: going to lunch with co-workers, coffee club, birthday celebrations, social gatherings and parties outside of work, and company sports teams.

Career Development

Services are provided in a way that supports ongoing career development. Individuals have the opportunity to improve their skills, change positions and jobs, and change careers. Career development includes the opportunity for increased hours, benefits, and employment on a full-time basis with financial independence.

Holistic Approach

Having a good job is seen as one part of your life that relates to other things, including social relationships, recreation, and where you live. Services are provided so that a person is able to experience all aspects of community life.

Employment is about people:

- ✓ *Reaching their full potential*
- ✓ *Becoming participating community members*
- ✓ *Having a valued role, with the same rights and responsibilities as everyone else*
- ✓ *Experiencing and enjoying all that life has to offer*
- ✓ *Defining themselves and their place in the world*