

Jackson
High
Work
Programs

Questions

- Do you know of any students who will not be attending a trade/2-4 year education program?
- Do you know of any students who plan to go straight into the workforce?
 - Do they have the skills to be employed?
 - What training would they need to become employable?
- What are you doing to prepare those students for employment?
 - Are they offered classes to increase soft and hard skills?



Two Programs

Competitive



Supported / Volunteer





Our Mission

Develop students into hard working, reliable employees that strive to serve others while finding purpose and joy in what they do.

Competitive

Support system designed to help students with identified disabilities develop the necessary skills to become competitively employed.



Hands-on job training by professionals and JHS staff.



REDHAWKS

Team Members



Great Clips



The Basics

- Students are transported to and from worksites via school bus (2 hour blocks)
 - Bus curriculum - Drivers Ed
- School credit
- Completely volunteer based (working towards wages)
- Job coaches / mentors assigned.
- Reflection - Employee evaluations & Self-Evaluations - Flipgrid



Competitive Program Timeline

Social / Skills Lab Course

Soft & hard skill development for Work Program placement.

Vocational skill portfolio's & social skill development

Location - Classroom

Job Placement level 2

Fewer modifications and supports with more independent work

Location - SE Hospital & SEMO

Students are not required to start at level 1.

Level 2 must be completed before level 3.

Sophomore

Freshman Year

Job Placement level 1

Highly modified work typically with one-on-one job coaching

Social Skills / Success / Confidence
Location - Civic Center & Veterans Home

Junior

Senior

Job Placement Level 3

Relatively independent work with little to no support required.

Location - Student choice

Role of Program Coordinator

1. Network - build relationships with local businesses
2. Educate businesses (disability law, benefits/supports, etc)
3. Design and implement workplace accommodations / modifications
4. Evaluate students and job coaches
5. Provide job coaches PD
6. Communicate with parents - Monthly updates, phone calls, etc.
7. Address employer concerns about hiring people with disabilities
8. Plan experiences (job tours, community outings, etc.)
9. Educate employers on students - strengths, weaknesses, etc.

Role of the Job Coach

1. Build relationships with students
2. Provide direct, on-site instruction to student employees.
3. Evaluate student work (skill development)
4. Implement workplace modifications and accommodations
5. Assist the students in identifying personal interests, which lead to a job of choice in the community.
6. Maintain strong relationship with business.
7. Identify a wide variety of workplace supports.
8. Uses data collection techniques to document effectiveness of workplace supports and to guide fading from the job site.



Role of the Business

1. Provide work environment
2. Assign a mentor (level 2 & 3)
3. Evaluate student performance
4. Assist in the development of work assignments.



Community Outings

- T&G and Ranken University
- Missouri Career Center
- Workforce Employment Solutions
- Osage Center (Career Fair)
- Mingo Job Corps
- Post Office & Licenses Bureau
- Walmart - shopping trip for Adopt-a-family
- Apartment Rental 101





Car provided by First Auto Credit!



Drivers Education



Mock Interviews @ Southeast Hospital



Questions

?

Featuring Noah & Cory

Supported/Volunteer Program



Level 1 Work Experience

- Monday- clean the First Presbyterian Church in Jackson, MO
 - All students participate in cleaning jobs with entire teaching staff
 - Evaluations in order to go to Level 2
- Coffee Crew- students that do not go to the hospital participate in a school wide coffee cart two days a week for pre-paid coffee drinkers.



St. Francis Work Pro Level 2

We partnered with the St. Francis Cafeteria staff to volunteer two days a week for an hour and a half. These students learn hands on job tasks, independence, and basic life skills. We bring four students at a time but have a total of 6. We are 2:1 ratio for job coaches along with the staff at St. Francis.



Job Tasks

- Wiping down tables and chairs in the dining room
- Making basic recipes
- Washing potatoes
- Laying out biscuits, cinnamon rolls, bacon, sausage, etc.
- Picking grapes
- Making banana pudding
- Wrapping and labeling cookies
- Snap peas
- Organizing Catered Lunches



St. Francis Work Program Requirements

- Map-A Students
 - Most significant cognitive disabilities
- Basic Functional Skills
- Stamina
- Behavioral
- Show motivation, trustworthiness, and independence at Level 1 program (church & coffee crew)



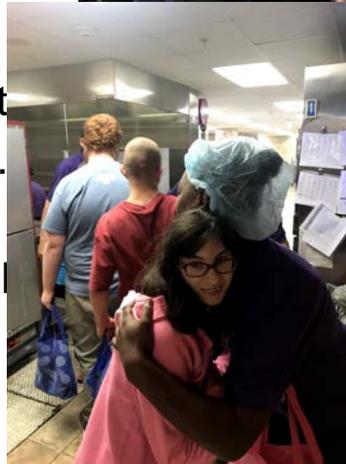
My Role in the Work Program for Lev



- Networking- build relationships with local businesses
- Provide accommodations and modifications for students on the job site
- Lead other job coaches and teach staff how to communicate with students
- Build relationship with the students
- Evaluate student's progress and reflection
- Plan Friday outings with Co-Teacher
- Provide direct on-site instruction
- Communicate with parents- send pictures of student working *remind page
- Assist in creating interest in various job opportunities for students

St. Francis Fam

The staff at St. Francis have become like a little family to our students. They take time to celebrate each holiday for our students and not only for the students that are in the program but also for the entire class that are back at the high school. They also send back treats and make sure they are well fed.





Community Outing Fridays

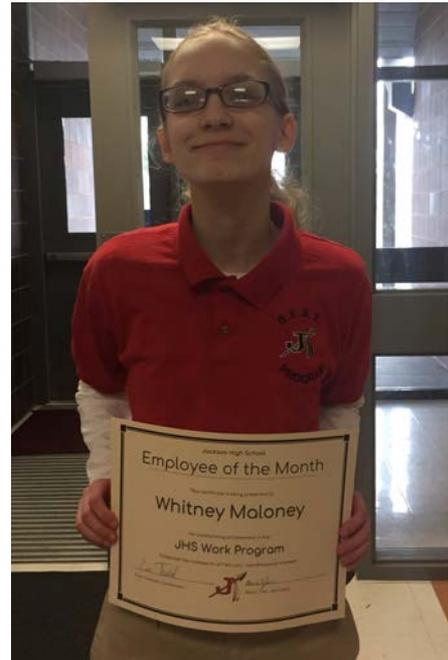
We partner with many different businesses in the Cape Girardeau and Jackson area to explore our community every Friday.

- Lowe's
- Chick-Fil-A
- Library
- McDonald's
- Dollar Tree
- Country Mart
- Sam's Club
- And the list goes on and on...



Starting a Work Experience Program

1. Identify the need - are there students who would benefit?
2. Tour a functioning program (come to Jackson!)
3. Figure out transportation and staff availability.
 - a. Level 1 - 1 full time job coach for every 2-3 students
 - b. Level 2 - 1 full time job coach
 - c. Level 3 - business mentor as job coach
4. Network - develop relationships with local businesses
5. Liability - construct a memorandum of understanding
6. Start small and build each year .



Contact info - Evan Theobald (417)-536-0929 / etheobald@jr2mail.org

Starting a Volunteer Work Experience Program



1. Staff availability and transportation
2. Find a compatible business or church looking for a volunteer(s).
3. Develop relationship and norms of what the program would look like from both sides.
4. Tour facility and talk about different job tasks they would participate in
5. Communicate to parents about safety and expectations for Level 2 program.
6. Communicate to students about expectations and safety rules.

Contact Information

Evan Theobald (417)-536-0929 / etheobald@jr2mail.org

Carley Paxton (260)-438-3672 / cpaxton@jr2mail.org