

# Pathways Specialty School

## Employment Services

### Developing Employment Skills

Before the job search process begins, students develop their employment skills through time spent in the PAES Lab and volunteering, while working on their schoolwork and IEP goals.

Students have opportunities to volunteer with numerous businesses and organizations in the Sioux Falls area. Volunteering helps students get to know other community members, strengthen social skills, and find areas they are passionate about.

### Project Skills

Project Skills is a cooperative arrangement between state vocational rehabilitation agencies and local school districts. It gives high school students with disabilities the chance to have paid work experiences. The South Dakota Division of Vocational Rehabilitation Services provides funding for the student's wages, while the school helps the student and employer with job development and on-the-job supports.

With the assistance of a job coach, students learn different skills in a variety of jobs. Project Skills helps build work history and references for students and helps them move into different and better jobs as they mature and are ready to take on new challenges.



### Competitive Integrated Employment

Competitive Integrated Employment requires individuals to be paid at least state or local minimum wage, or a typical rate for similar work performed by employees without disabilities, who have similar training, experience, and skills. Competitive Integrated Employment can be done on a full-time or part-time basis. When appropriate, it provides opportunities for advancement.

- 605.444.9886
- [LifeScapeSD.org/Pathways](http://LifeScapeSD.org/Pathways)



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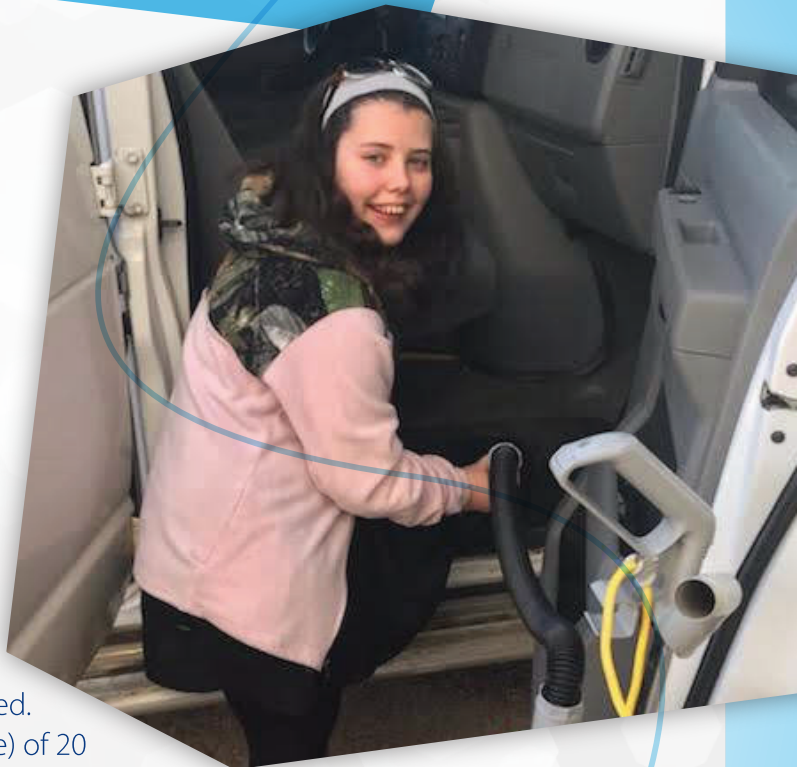
## Employment Services

### Customized Employment

An individualized, person-centered approach designed to build a relationship between a job seeker and an employer in a way that meets the needs of both. It uses the strengths, interests and ideal conditions of employment of the job seeker in a way that benefits the business and allows for growth.

### The Process

- **Discovery** – The job developer creates a vocational profile after spending time getting to know the job seeker through home visits, interviews, and discovery activities. The profile includes three vocational themes which match the job seeker's interests and abilities. The discovery phase typically takes 8-10 weeks.
- **Planning** – A job/business development plan is created. This includes three lists (one for each vocational theme) of 20 businesses in the area. These are considered to be potential employers.
- **Job Development** – The job developer and seeker use the lists to arrange interviews/meetings with potential employers. If both sides feel there is potential for employment, a customized job description is created to meet the needs of both the job seeker and the employer.



### Job Coaching & Continued Supports

As students earn jobs in the community, they will have the support of job coaches. Job coaches ensure students receive the proper training and do job tasks correctly and in a timely manner. As students become more competent in their work, job coaching will slowly begin to fade until the student is working independently.

The job coach will continue to check in with the employee and supervisor to ensure that the job is still being completed thoroughly. If there are any issues, the job coach will provide additional training and support until it is resolved.

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