



Pathway to Work is a community based on-the-job training program with class time instruction. Instruction will include, but is not limited to: appropriate interactions in the workplace, problem solving, company culture and policies, expectation, dress/hygiene, orientation and mobility, task performance, practice with interviewing and resume building, and practice of individual skills and techniques used on the job. While training at the community site, each individual is provided with four hours of job coaching, and work experience involving multiple different job tasks.

**Length of program** – Three months

**Location** – Various sites in the community including Boulder Station Hotel and Casino, Rio Hotel and Casino, Get Fresh, & Centennial Hospital

**Days and Hours** – Monday-Friday, 8:00 am – 2:00pm

**Pay** – Participants are paid \$8.25 an hour for a daily maximum of four hours while in attendance at the community training site. Participants do not receive pay for class time instruction (1hour) or their lunch break (1 hour). Participants who do not participate in training will not receive the hourly pay.

**Requirements for participation in Pathway**

- Participants must have open cases with the Desert Regional Center (DRC) and Vocational Rehabilitation (VR).
- Participants are required to have reliable transportation and arrive to and from the training site independently.
- While in the program, each participant will receive monthly reports from the job coach which will be forwarded to the participant's DRC and VR service coordinators. Strengths and challenges identified in these reports will be shared with the participant along with strategies for making improvements. Each participant, their DRC and VR service coordinators, Pathway to Work job coach, and Opportunity Village job developer will meet every 30 days for a review of progress and/or challenges.
- Participants must demonstrate excellent attendance and punctuality. Participants must demonstrate very good interpersonal skills, including the absence of stranger danger or boundary issues. Participants must be able to remain self-directed and on task for six hours a day, which includes on-the-job training and class time instruction. Participants must be able to stand, walk, bend, push, and lift for a full four hours a day.
- A valid Nevada ID, Social Security card, and Health Card are mandatory.
- Dress Code – All participants will be required to wear black pants, socks, and black non-skid shoes. Community training site will provide shirts and name tags for all participants.

**Job Placement** – Opportunity Village (OV) job developer will work with the Pathway to Work job coach to identify individuals' strengths and the types of jobs that best fit the participants' skill sets. The job developer will assist the individual with creating or updating a resume, filling out job applications, and coordinating interview appointments. The job developer will accompany the participant to interview(s) and provide them with support during the hiring process, as needed, and after-hire job coaching.

**Ultimate Goal** – The purpose of Pathway to Work is to provide each participant with real on-the-job training in the community; an opportunity that would otherwise not be available to them. Ultimately the goal is to provide competitive integrated employment.

**Funding** - Currently VR pays OV \$30.00 per day, per participant. Desert Regional Center provides funding per their Jobs and Day Training waiver rate. VR also pays the wages for participants @ \$8.25 per hour when participants are working (up to 4 hours per day). No wage is paid during soft skills class time.