

OPERATION RIO GRANDE

"DREAM" Teams

DIGNITY RESTORED THROUGH EMPLOYMENT AND MENTORING

PURPOSE:

To create an individualized work experience opportunity with an employer where the participant can be exposed to workplace essentials as they prepare for employment.

Team:

- Participant
- Employer Mentor
- Dignity of Work Employment Counselor
- Workforce Development Specialist

Design:

- Experience
 - An internship: up to 10 hours per week for 2-4 weeks
 - Exposure to the workforce, specific industry and specific employers
 - Opportunity to model skills that will lead to employment
- Preparation
 - Coaching and mentoring through daily workshops
 - Established prerequisites that support a successful internship experience
- Employment Plan
 - Negotiated list of activities (between participants and dignity of work case manager) that prepare the participant to be successful with activities that lead to and retain employment; Internship is one strategy on the employment plan
- Worksite Agreement
 - Short-term contract between participant and employer
 - Identifies expectations of the employer (e.g. skills to be taught)
 - Identifies expectations of the participant (e.g. code of conduct)
- Partnership Benefits
 - Employer will have a participant who has an employment counselor and receives coaching as well as pre- and post-employment support to ensure the participant meets the employer needs.
 - Employer will have direct access to a single point of contact — a Workforce Services Workforce Development Specialist — to coordinate all efforts with placement and retaining participants.
 - Participant has greater access to employers to learn workplace skills that will help them obtain full-time employment.
 - Participant will have access to supports to begin working, such as required clothing/uniform and initial transportation costs.

Employer inquiries regarding **DREAM** team participation can be directed to Workforce Development Specialist Vicki Giesler at vgiesler@utah.gov or 801-503-7296.