

Employee Development and Training

Employee Development and Work Adjustment Training

Employee Development and Work Adjustment Training is comprehensive, individualized, and designed to develop or reestablish skills, attitudes, personal characteristics, work behaviors, and functional capacities in order to achieve positive employment outcomes. Services are time limited and can be provided directly to the person seeking employment or indirectly through employer/employee support programs.

Job services are provided at the job site and can include counseling, intensive job training, and development of work habits and behaviors appropriate for the work environment. Prior to completion of the program, a review is held utilizing input from the program individual, staff, families, advocates, funders, and other involved agency representatives to determine the potential for competitive employment, additional training, or the transition to other Goodwill programs.



Employee Development and Training programs are designed to provide individuals with disabilities training necessary to be successful in a work environment.

Extended Employment Services

Extended Employment Services are designed to provide paid work activities to adults with barriers to employment. Services are flexible and include off site work based in a community setting. The program provides a place of employment for individuals with an interest and ability to maintain employment with support services.

Support from trained, professional staff encourages good work habits, acceptable attendance, and safe work practices, including the proper care and handling of equipment and materials. Work tolerance, quality of work, and a work pace consistent with the individual's needs are developed and encouraged. Work activities, adequate supervision, and skill development are provided. Opportunities to be engaged in productive work are offered through a variety of diverse vocational choices. Regular reviews are completed to ensure that the individual is assessed as to their potential and interest for competitive placement.

Community Work Adjustment Training

Goodwill Community Work Adjustment Training (CWAT) is designed to help individuals with disabilities to develop skills and formulate plans to prepare for and obtain successful employment in the community. Individuals work in Goodwill stores and area businesses where real world work opportunities are offered to assess a person's abilities, interest and job skills.

Goodwill staff works with individuals in the community for a period of 30 to 120 days through the Community Work Adjustment Training program. The purpose of the program is to help individuals understand the meaning, value, and demands of work and to establish effective work skills, attitudes, and behaviors.

Individuals eligible for this program must be legally able to work in the United States, have a documented disability that is a barrier to employment, require services to gain employment, have a funding source-typically the Department for Aging and Rehabilitative Services, or be able to purchase service on their own, and have the ability to care for personal needs, or have aid to assist with needs.



CWAT provides work training in community settings.

Training provides:

- Assessment
- Social skills
- Individual goal setting
- Vocational skills training
- Paid work opportunities
- Work and work related activities in the least restrictive environment available

Employee Development and Training Related Activities:

- Positive work attitude
- Time management
- Appropriate dress & hygiene
- Adaptability
- Conflict resolution
- Customer service
- Punctuality & attendance
- Interpersonal skills
- Counseling for job retention
- Attention to work responsibilities

For more information on Employee Development and Training:
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