

# Goodwill Fee for Service Programs

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## Situational Assessment (SA)

Situational Assessment is a systematic approach to assessing individual vocational aptitudes and work skills. By employing real work settings and tasks, participants work with the assistance of a Job Coach within GIRE facilities or community-based businesses for the purpose of conducting the assessment. Assessments are used to determine abilities to work independently, follow instructions and established procedures, interact with co-workers and supervisors, and identify work skills and preferences. Areas of assessment are individually based on each participants needs. Job Coaches work closely with individuals throughout the process modeling job skills, appropriate work behaviors, and gathering information on the progress of each assessment goal.



Noah, participating in SA

## Employment Services (ES)

Employment Services are provided to participants prior to and for 90 days following unsubsidized employment. Employment services include, but are not limited to assessment, vocational counseling, skills training, work experience, on-the-job training, job search assistance and development of job search skills.

## Work Adjustment Training (WAT)



Sharon, participating in WAT

Work Adjustment Training affords individuals a unique opportunity to learn new job skills, earn a paycheck and gain a valuable on-the-job training experience in a competitive environment. The WAT program provides individuals the chance to develop a greater understanding of the world of work in a supportive and safe environment. GIRE staff provides training and coaching throughout the 12-week program.

Trainees are paid minimum wage for the work they perform during the training period.

## Supported Employment (SE)



Yvonne, continuing employment success

Supported Employment provides the assistance needed to find and keep competitive employment. The program provides intensive individualized job search and job coaching once an employment match has been made. Support services following employment continue to monitor progress for continued success on the job.

## Job Coaching

Individual job coaching is part of an array of services provided to participants who, upon employment, require coaching to learn and sustain their job. A job coach works directly with the participant to assist them in learning the employer's expectations and skills needed to effectively perform their job. Services are provided as needed and most are time-limited.

## Personal Vocational Social Adjustment (PVSA)

Personal Vocational Social Adjustment is designed to maximize a participant's independent vocational functioning by providing training on personal behaviors and social skills essential to workplace success. Program length depends on the areas addressed and the participant's needs. Training includes interpersonal and communication skills, organizational skills, self-control strategies, problem-solving, dress and grooming, mobility, and money management and researching volunteer opportunities.

## Career Skills Assessment Group (CSAG)

Career Skills Assessment Group is a twelve-hour career exploration workshop presented over a three-day period. The workshop allows individuals to participate in a series of exercises designed for exploring career interests and skills. Provided in an interactive and facilitated group environment, participants are afforded opportunities to identify and document personal work priorities, needs, interests and skills to develop a vocational goal. Referring agencies use the information to help develop the participant's plan for employment.

## **Independent Living Skills (ILS)**

Independent Living Skills offer training and support to persons with developmental disabilities who wish to improve a specific life skill. The program provides opportunities to participate in skills training designed to increase the individual's ability to live independently. Training is designed to be short-term, goal-specific and completed through one-to-one education and support, ending when the goal is achieved. The services are available to authorized Regional Center clients.

**For further details please contact:**

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Programs and services are provided in Sonoma, Napa, Lake and Mendocino counties.

Programs and services may vary by county.