

Assessment

Variety's Community-Based Work Assessment is an innovative tool that helps guide individuals in their search for community employment. We are all looking for our niche and where we can best contribute to society. The assessment gives individuals the opportunity to explore different jobs and careers through direct exposure to different tasks.

We evaluate six separate areas: job skills baseline, social skills baseline, functional behavior, preferences, sensory profile, and social supports web. We work 1:1 with each participant for 15 hours over a three day period at community businesses of the participant's choice.

The assessment will help to determine a career path that fits the interests and skill sets of the participant, while helping to determine the options for moving forward in that career.

Within 10 days of completing the assessment, Variety provides a full report to the participant that documents the entire process, including a recommendation as to next best steps moving forward.

Job Training

Farm-to-Table:

This model utilizes a customized approach to training. During this phase, individuals receive vocational and job shadow training in the community at local businesses, which is then reinforced and further developed in supported learning environments.

Summer Vocational

An intensive week program that focuses on exposure to different career areas, and developing work readiness skills in preparation for future employment.

Small Group Employment

This level takes place 100% in the community, with participants operating at a 1:3 staffing ratio. Individuals have supported interactions with the community during this phase and they also receive pay for hours worked. Our Mobile Cafe is a shining example of this model.

DUJX' Kcf 'Experience

This is a 90 hour internship that provides individuals with the opportunity to work in an area or business of their interest, with the support of a Variety Employment Specialist. It also offers a networking opportunity for participants to meet and interact with valuable community connections.

Job Coaching

Each trainee is paired with a job coach who works one-on-one with the trainee, which helps the team develop the most appropriate plan for transition to employment in the community. This includes finding open positions, creating relationships with an employer, obtaining employment, helping to train the individual on the job, and supporting them until they can do the job independently.

The job coach will remain on the team for trouble-shooting and consultative purposes indefinitely, if needed.

In the Community:

The VarietyWorks program connects the individuals we serve to a host of experiences, while creating a number of revenue streams for our agency.

Some of the funding we receive comes from OVR, ODP (waivers), school districts and private pay.

Variety has a strong network of community partners who make it possible for VarietyWorks to operate. Kreibel's Bakery, Grocery Outlet Bargain Market, Allan Myers, and Movie Tavern are among an impressive list of businesses who are helping our participants gain valuable independent work experience.