Andy’s Dandys / SD Associates Employment Program

Williston VT

1. *Who:* Andy’s Dandys is a VT business dedicated to creating employment opportunities for young adults living with intellectual disability. Andy’s Dandys has provided materials for a small-scale fulfillment center at SD Associates. This fulfillment center will focus on teaching transferrable job skills through structured teaching and ongoing assessment, preparing them for an entry-level position at a desirable place of employment.
2. *What:* Clients receiving behavioral services from SD Associates will have the option to enroll in this employment program based upon their specific Behavior Support Plan. The Behavior Analyst on the case should identify via “Form of Interest” outlining the specific skills they would like the student to improve upon. Skills to focus on can be (but not limited to); exposure to a new skill, following directions, listener responding, prompt fading, independence etc.

All sessions will be documented by a Behavioral Instructor for appropriate data collection and tracking. Upon completing an incremental session (without program interruption or interference) of multiple weeks training, the Behavior Analyst will review and track progress to make appropriate recommendations for the client’s employability. If a client presents interest in continuing paid-employment for Andy’s Dandys the Behavior Analyst may arrange a meeting with the Employment Support Staff (Jimmy & Olivia) to discuss further employment opportunities.

1. *Where:* SD Associates (Williston Office) 37 Talcott Rd

Fulfillment center located in Room 48

1. *When:* This program should focus on clients ages 15 and up, receiving services through SD Associates. Clients should have an availability to commit 2x/wk for 15mins minimally, with the support of staff for a consecutive 20 sessions.
2. *Why:* Clients will have the opportunity to learn core vocational skills required at most entry-level positions as part of their program day.
3. *Duration:* Minimally scheduled time would be twice a week for no less than 15minute intervals. Internship sessions should be consistent without any periodical interruption; we are looking for a standard of 20 weekly sessions to provide adequate data collection for further recommendations. Once a month there will be a program evaluation to make employment-specific recommendations for the future.
4. *Outcome:* Clients that have enrolled in the employment program will be able to demonstrate an entry-level work efficacy. Key components will include; following directions, reading a written task list, following a schedule, time management, communication, workplace navigation and specific skills like packaging treats, building boxes, and weighing bags of treats. Upon completion of the minimal sessions, Behavior Support Staff will examine data to explore paid employment for the specific client. Options for employment will consider all limitations and/or barriers to focus on the specific strengths and success of the individual. Clients will be given the opportunity to continue paid-employment at the fulfillment center (for Andy’s Dandys) or a certificate of completion that can be presented to a potential employer.
5. *Pre-requisite:* Applicable clients should have availability to begin 15minute sessions twice a week as part of the BSP and express interest in paid-employment.
6. Learning Activity: If a client/team is interested in the Employment Program, but is unsure of the commitment to an internship, we will do our best to work with you. Identify on the “Form of Interest” the client is interested in a learning activity versus internship. Behavioral Instructors will take data as described in the individual’s behavior support plan. Clients enrolled in the Employment Program will undergo monthly evaluations for specific future recommendations.