OUR PHILOSOPHY

At Humanim we believe all students should have the chance to learn invaluable work experience, ethics and job skills. Our Start on Success (SOS) program provides high school students with disabilities the opportunity to participate in paid work experiences, while developing the skills necessary to succeed in their careers.

Humanim’s approach to youth transition programming is built on strong partnerships with both schools and employers, while providing social, educational, vocational, and on-the-job supports to ensure students can make a smooth and successful transition into adulthood and the world of work. Spanning Maryland and parts of Delaware, our award winning SOS is program is a critical part of that approach.
CAREER READINESS
The program begins with staff helping the student to identify his or her interests and set realistic employment goals.
Then, in a classroom setting during the internship, students are taught to develop appropriate work behavior and job readiness skills. Topics include but not limited to:
- Effective communication
- Cultural Diversity in the Workplace
- Resume building
- Interview strategies
- Job search techniques
- Employment retention strategies

EXPERIENCE
The program continues through an internship process tailored to the student’s unique interests and career choice. Students learn valuable skills and gain real work experience at a variety of locations, including:
- Boys and Girls Club
- Bel Air Nursing and Rehabilitation Center
- Christiana Care Wilmington Hospital
- City Hall of Havre de Grace
- CVS Pharmacy Stores (Maryland and Delaware)
- Harford County Government
- Howard Community College
- Howard County General Hospital
- Humanim’s City Seeds
- Johns Hopkins Hospital
- MedStar Franklin Square Hospital
- MedStar Harbor Hospital
- R. House
- Towson University
- University of Maryland
- University of Maryland Medical System
- Baltimore Washington Medical Center
- St. Joseph Medical Center
- Harford Memorial
- University of Maryland Medical Center
- Upper Chesapeake Medical Center
- YMCA of Maryland and Delaware

JOB RETENTION
Upon successful completion of the internship and graduation from high school, staff assist participants deemed eligible by DORS in finding employment in their area of choice. SOS provides support during the job search and throughout the interview and hiring process. Continued staff assistance helps ensure that students have the support needed to achieve and retain employment.