

# Start on Success

## 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.

## Partnering with schools to provide work experience to high school students with barriers to employment



### SOS IS A PARTNERSHIP

An award-winning workforce program launched in 1997, SOS is a partnership between Humanim, the Division of Rehabilitation Services (DORS), Delaware's Division of Vocational Rehabilitation (DVR), local school systems and numerous employers. Employer partners host student interns who are rising sophomores, juniors and seniors in high school —providing mentors and serving as industry advisors for each participating youth. In addition to paid internships, SOS students also receive classroom instruction, work readiness training, and assistance with identifying career interests.

### SOS IS GROWING

SOS initially served 10 students from one high school. Today: SOS programs serve over 150 high school students, per year, in Baltimore City, Anne Arundel, Harford, Baltimore and Howard counties, and Wilmington, Delaware.

### SOS IS SUCCESSFUL

#### Main Factors

The SOS program is effective because it actively targets three main factors for finding and maintaining employment:

- ▶ Career readiness
- ▶ Work-based learning experience
- ▶ Job retention

Over the years, 98% of students who have participated in the SOS program have completed their internships successfully and demonstrated satisfaction with services and an increase in post-test knowledge.

#### Partners

SOS has successfully sustained its mission with the support of our partners throughout Maryland and Delaware, including, but not limited to:

- ▶ The Division of Rehabilitation Services
- ▶ Delaware Division of Vocational Rehabilitation
- ▶ Employers in Maryland and Delaware
- ▶ YMCA
- ▶ Participating school systems

### 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
- ▶ Resumé 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.

### CONTACT

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### CONNECT WITH US

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