

Start on Success



"Thanks to the Start on Success Program, our students have had the opportunity to get real world, hands-on work experience with healthcare professionals in nationally renowned healthcare facilities throughout the city."

—Dr. Tajah Gross, Principal, Achievement Academy at Harbor City High School

OUR PHILOSOPHY

At Humanim, we believe all students should have the chance to learn invaluable work experience, ethics and job skills.

As a part of our full-service community schools strategy, Start on Success (SOS) provides high school students with disabilities the opportunity to participate in paid internships during their senior year of high school.

Humanim's approach to youth programs and community schools provides a continuum of opportunities and services for students from school to college, careers and beyond. SOS is a critical part of that approach—helping students attain the career readiness they need to succeed in the world of work.

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 in their senior year of 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, assistance with job placement and job support after graduation.

SOS IS GROWING

SOS initially served 10 students from one high school. Today: SOS programs serve 150 high school students in Baltimore City, Anne Arundel, Harford 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, SOS has maintained a job placement rate of nearly 90%.

Partners

SOS has successfully sustained its mission with the support of our partners throughout Maryland and Delaware, including:

- > 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:

- > Effective communication
- > Following instructions
- > 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:

- > Baltimore Washington Medical Center
- > Johns Hopkins Health System
- > Johns Hopkins Bayview Medical Center
- > MedStar Harbor Hospital
- > University of Maryland
- > Harford Memorial Hospital Medical Center
- > Rehabilitation and Orthopedic Institute
- > St. Joseph Medical Center
- > Upper Chesapeake Hospital
- > Howard County General Hospital–Johns Hopkins Medicine
- > YMCA of Delaware: Central YMCA; Western Family YMCA; Brandywine YMCA
- > Wilmington VA Medical Center

JOB RETENTION

Upon successful completion of the internship and graduation from high school, staff assists participants 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 students have the support needed to achieve and retain employment.

SOS's job retention rate mirrors its placement rate.

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