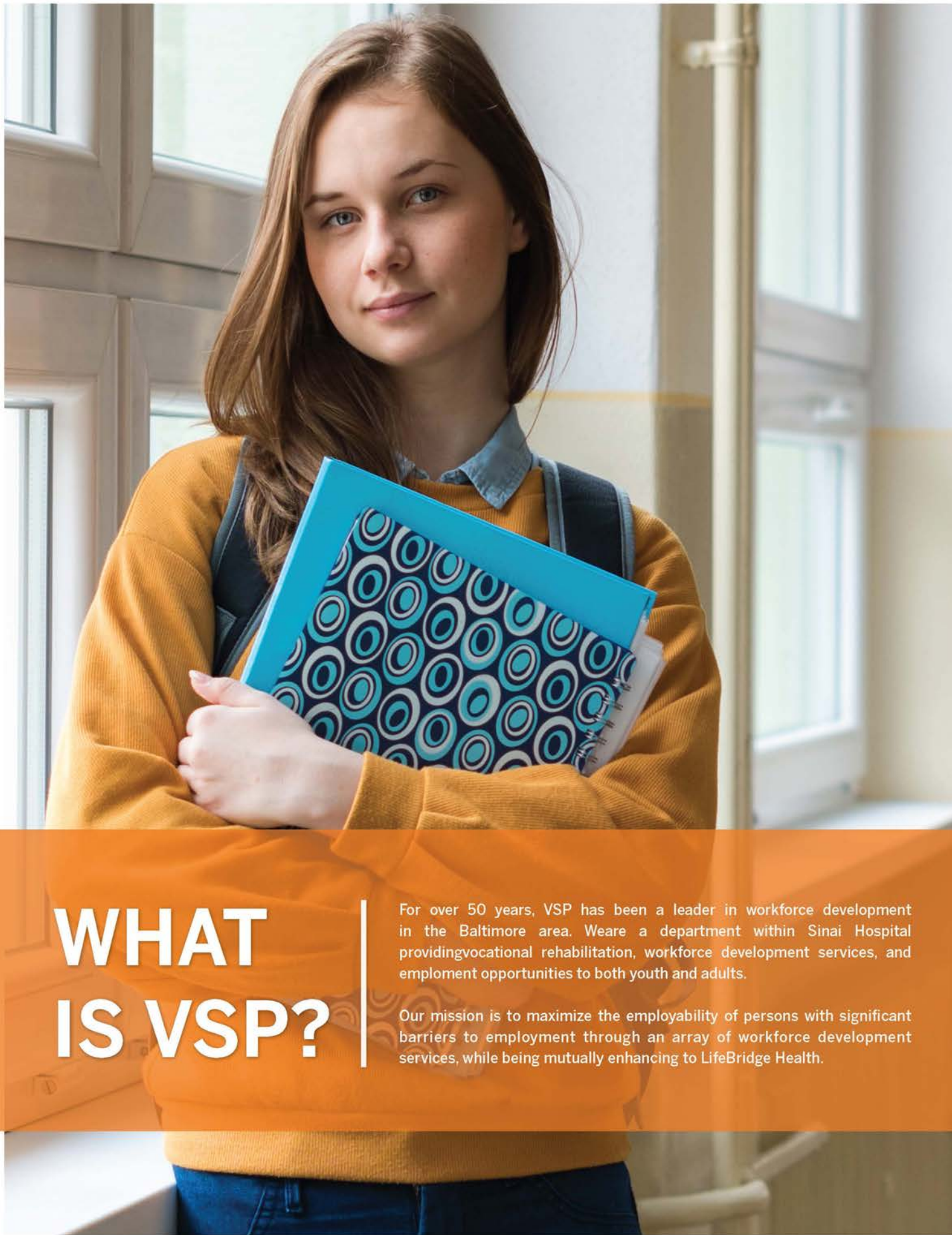




**YOUTH
SERVICES**



WHAT IS VSP?

For over 50 years, VSP has been a leader in workforce development in the Baltimore area. We are a department within Sinai Hospital providing vocational rehabilitation, workforce development services, and employment opportunities to both youth and adults.

Our mission is to maximize the employability of persons with significant barriers to employment through an array of workforce development services, while being mutually enhancing to LifeBridge Health.

Why It Matters

Youth with disabilities or economic disadvantage can experience barriers to education and employment, but career exploration and paid internships can lead to further education and/or a secure job with opportunities for advancement. These key workforce development services are the most important factors in overcoming these barriers. Establishing career and education pipelines with youth creates pathways to meaningful education and employment opportunities, resulting in economic self-sufficiency, and improved mental and physical health.

VSP helps our community overcome these barriers by providing youth services such as career assessment, job exploration counseling and paid internships at LifeBridge Health to dozens of Baltimore area in-school and out-of-school youth each year.

How it works?

VSP typically receives youth referrals from our funding partners, third parties through grant funding and extensive high school and community outreach efforts. Upon referral, we complete a comprehensive intake assessment with each participant by reviewing VSP's youth services and matching the participant to the appropriate programs, ensuring both program eligibility and readiness. Following enrollment in VSP's youth services, our caring and skilled professionals partner with youth to develop an individualized vocational plan for success with detailed career readiness objectives and defined youth and staff roles.

What do we strive for?

Our core values are:

Accountability - We are results driven, providing effective services that our participants select

Service Excellence - We hold ourselves to a high standard of exceeding our participant's expectations, with sensitivity to their individual needs.

Partnership - We work collaboratively towards shared goals, such as assisting participants in achieving career ladder opportunities.

Integrity - We demonstrate consistency in values and behavior, and do not discriminate on the basis of race, gender, language, national origin, spiritual beliefs, sexual orientation, or disability.

Do we have Credentials?

Of course! VSP is:

- accredited by the Division of Rehabilitation Services (DORS) of the Maryland State Department of Education
- a long-term partner with the Mayor's Office of Employment Development

These organizations often serve as funding sources for VSP's services



JOB EXPLORATION COUNSELING SERVICES

(9th & 10th Grade Students)

Plan
for the
future you
deserve.

■ Overview

This two-hour out-of-school assessment assists students in establishing a career direction, and is offered to students with disabilities based on high school grade level. Through formal and informal tests, activities, discussion and vocational counseling, students can identify their dreams and goals, career options, strengths, needs, interests and learning styles.

Outcome

Upon completion of the assessment, VSP staff generate a comprehensive report that includes information about the student's interests, both stated and observed, completed vocational research and activities, and recommendations for further exploration in school, during the summer, and upon leaving high school.

A case conference is offered to the student, family, support network, referring counselor and other school personnel to review results and recommendations.

Eligibility Requirements



- Referred and funded by the Division of Rehabilitation Services (DORS)
- A 9th or 10th grade student

Job Exploration Assessment Options



- Introduction to Career Options Activity
- Identifying Dreams and Goals Activity
- Myers-Briggs Personality Test
- Talent Search Test
- Interest Cluster Activity
- Learning Style Activity



JOB EXPLORATION COUNSELING SERVICES

(11th & 12th Grade Students)

Believe
you can
and challenge
yourself.

■ Overview

Services for 11th & 12th grade students are offered to students with disabilities based on high school grade level, and consist of three assessment and training sessions at VSP, or in the community and are provided outside of school time.

In the course of formal and informal tests, activities, discussion and vocational counseling sessions, students can identify their dreams and goals, career options, strengths, needs, interests, learning styles and job search skills. Students gain self-advocacy skills through a curriculum that emphasizes disability awareness and disclosure, and an understanding of accommodation. Students learn to identify and request accommodations in work and/or education settings. They tour LifeBridge Health departments, shadow staff and gain exposure to employment in the healthcare sector. Staff assist students in preparing to enter summer employment by guiding resume development, job application completion and interview skill development.

Outcome

Our Job Exploration Counseling Services can lead to Work based learning experiences or Win through Work.

Upon completion of the assessment, VSP staff generate a comprehensive report that includes information on the student's interests, both stated and observed, completed research and activities, and recommendations for further exploration in school, during the summer and upon leaving high school.

A case conference is offered to the student, family, support network, DORS staff and school personnel to review results and recommendations

Eligibility Requirements



- Referred and funded by the Division of Rehabilitation Services (DORS)
- An 11th or 12th grade high school student

Job Exploration Assessment Options



- Introduction to Career Options Activity
- Identifying Dreams and Goals Activity
- Myers-Briggs Personality Test
- Talent Search Test
- Interest Cluster Activity
- Learning Style Activity
- Online Job Search Activity



PAID INTERNSHIPS AT LIFEBRIDGE HEALTH

Reach your full potential.

■ Overview

There are two internship programs at LifeBridge Health, **Work-Based Learning Experiences** and **Win through Work**. These programs offer Baltimore area students with disabilities, age 16 and older, enrolled in high school or in other post-secondary educational settings, a stipend-paid internship in a LifeBridge Health department.

Work-Based Learning Experiences

Non-exiting high school students, ages 16 and older, participate in job readiness training within a LifeBridge Health department, gaining workplace competencies through real-life work activities. These experiences foster future career opportunities through assessment of vocational strengths, weaknesses and skills. Through individual plan development, work behaviors, and interpersonal relationships are addressed, as students acquire job-related skills.

Win Through Work

12th grade students with disabilities exiting from high school to work or further education participate in stipend-awarded training to support them as they transition. This training includes the experience and assessments available through **Work-Based Learning Experiences** with focus instruction on attendance, communication, grooming and hygiene, punctuality, stamina, task quality and productivity, and work related functional skills. Individual and group vocational counseling issues such as employer expectations, assertiveness, accommodations, interviewing and listening skills are explored.

Program Features

- Individual counseling
- Stipend paid to all program participants
- Monthly progress reports
- Periodic training site evaluations
- Accommodations

Eligibility Requirements



- Referred and funded by DORS
- Able to provide a birth certificate or Social Security card and a valid state-issued identification card, driver's license or school-issued photo ID
- Able to pass drug/alcohol screening
- Willing to submit to a background check
- Have a work permit
- **Work-Based Learning Experiences (Only)**
Non-exiting high school student, ages 16+
- **Win through Work (Only)**
Exiting high school student, ages 16 through 21

Program Services



Training Experience

Eligible students are placed in a training experience at a LifeBridge Health facility. Students train 15 hours a week and are required to attend biweekly group job-readiness training. To accommodate school schedules, VSP offers flexible morning and afternoon sessions.

LifeBridge Health Training Areas

Typical training sites at LifeBridge Health locations include, but are not limited, to:

- **Clerical**
- **Distribution**
- **Environmental Services and Housekeeping**
- **Facilities Maintenance and Engineering**
- **Food and Nutritional Services**
- **Patient Transportation**

Upon program completion, job placement services are provided to job-ready program graduates as they transition from high school into the labor market. Other program graduates who require ongoing support are recommended and connected to such services.

