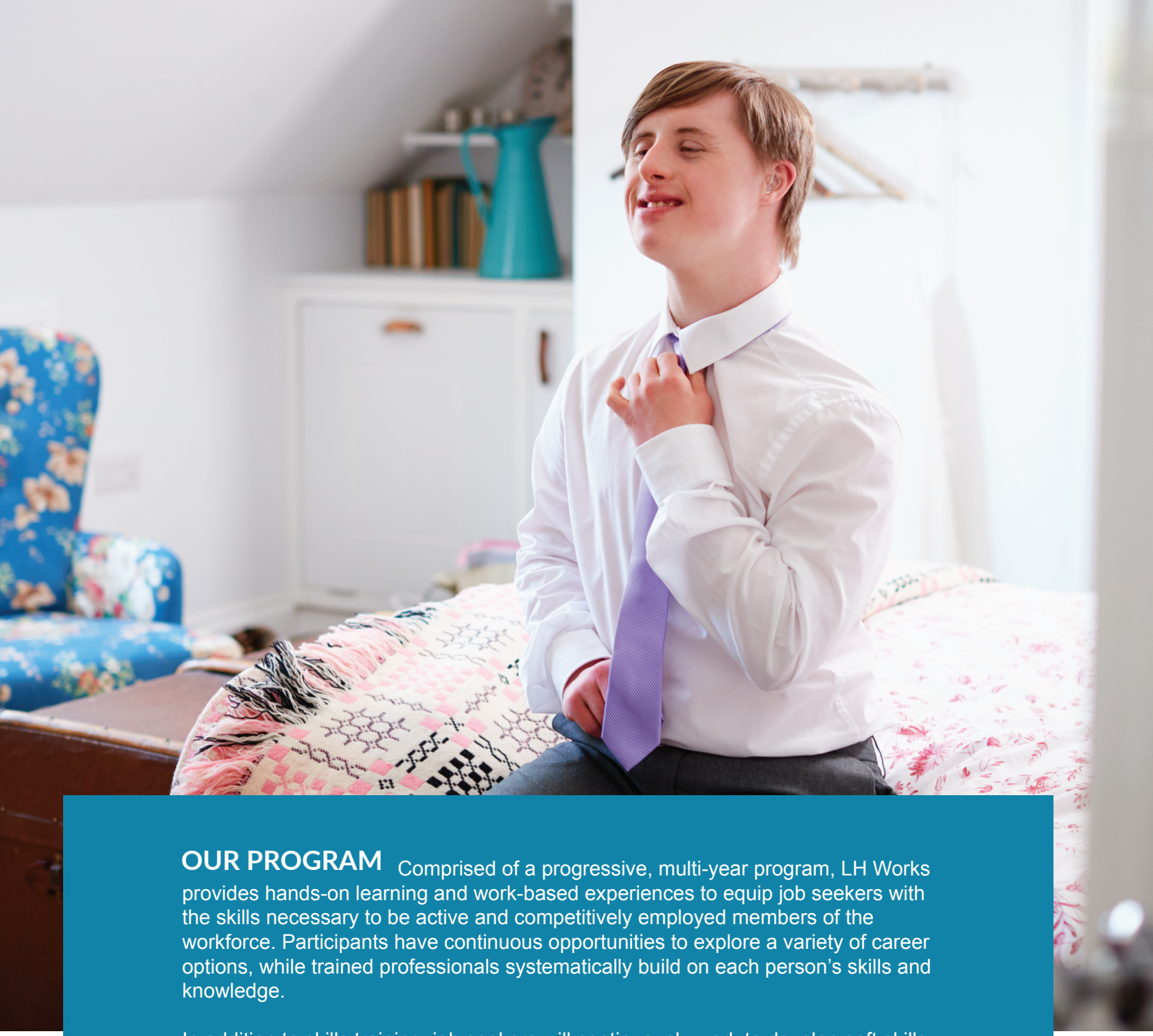
LH Works

Employment training program for young adults with ID/DD

LH Works provides social and vocational experiences for job seekers who currently do not reach the benchmarks for competitive employment. By identifying the interests and vocational readiness of job seekers, LH Works empowers individuals to create their own pathways to employment and independent living.

THE LIGHT HOUSE

A Division of The Light House
Voc-Ed Center, Inc.



OUR PROGRAM

Comprised of a progressive, multi-year program, LH Works provides hands-on learning and work-based experiences to equip job seekers with the skills necessary to be active and competitively employed members of the workforce. Participants have continuous opportunities to explore a variety of career options, while trained professionals systematically build on each person's skills and knowledge.

In addition to skills training, job seekers will continuously work to develop soft skills through workshops, social sessions, and instruction related to decision making and communication skills. Through a well-balanced, multifaceted approach to job training, job seekers are able to achieve success. The ultimate goal for LH Works participants is to develop a sustainable path for employment and independent living that lasts well beyond their time with us.

WHO WE SERVE

Transition aged students (18-21) and post graduates
Individuals with intellectual, developmental (e.g. Autism) and other disabilities
Job seekers who have not yet mastered the vocational and soft skills necessary for competitive employment

what makes our program unique?

MICROBUSINESSES

LH Works offers a unique opportunity with on-site small business operations, such as microgreen production and Airbnb management. As job seekers identify interests and skills related to these operations, they can be continuously reinforced so they can eventually transfer those skills to community-based job sites and partner employers.

25+ OCCUPATIONS

Our connections with local businesses allow us to offer a range of experiences in different industries and positions. Exposure and exploration of a wide array of employment options ensures that job seekers find the right fit.

25 YEARS OF TRANSITION EXPERIENCE

Founded in 1992, The Light House has become an industry leader in the area of transition services. Our experience has taught us the importance of scaffolding and structured supports as job seekers pave their way towards success and independence.

IMBEDDED LIFE SKILLS & INDEPENDENT LIVING

Daily workshops and independent studies give participants the opportunity to troubleshoot and work through personal goals with coaches. These workshops serve to improve soft skills that are necessary for individuals to gain and maintain employment.

INDUSTRY ADVISORY

Local industry leaders make up our Industry Advisory Committee. They work closely with us in order to develop vocational programming which meets the needs and trends of the current and future workforce.

FARM TO TABLE

potential job placements

Food Preparation
Catering
Food and Beverage Service
Retail and Merchandizing
Prep, Line, and Pastry Cook
Cashier/Food Services
Banquet Server, Dishwasher
Retail and Sales
Marketing
Logistics, Distribution

community partners

The Social
United Way
Fiddleheads Food Co-op

overview

The Connecticut Department of Labor puts food services within the top 10 fastest growing occupations in CT. The number of food preparation and serving positions is expected to grow by over 13% by 2026, with an estimated 6,000 job openings per year. Job seekers can take advantage of this opportunity in the job market through the training offered by the Farm to Table track, which teaches the skills necessary to gain and keep employment in this field.

agriculture

From seed to crop, job seekers learn how to grow and tend to plants, as well as gain an understanding of proper techniques in commerical applications.

culinary

In local restaurants/cafeterias, and our own commerical kitchen, job seekers learn the basics of food safety, preparation and culinary operations, gradually working their way to creating finished products. Course work is created and adapted by local area chefs.

food services

Job seekers receive instruction on the safe storage and serving of food, point of sale (POS) systems and cash handling, customer service, and workplace safety. Graduates of this track receive nationally-recognized ServSafe certification by the National Restaurant Association.

Work experience takes place in local food service entities including cafeterias, restaurants, and grocery stores where job seekers are exposed to a variety of roles including waiting and busing tables, dishwashing, and food preparation.

THE TRADES

potential job placements

Maintenance Specialist
Landscaper/Groundskeeper
Construction Worker
Pest and Environmental Tech
Custodian/Janitor
Home Remodeling and Repair
Carpentry/Masonry

community partners

Denison Nature Center
Coogan Farm
Dodd Stadium
Yale New Haven Health

overview

Due to Connecticut's aging infrastructure and workforce, there is a high demand for qualified trades people who wish to turn a vocation into a profitable career. The Trades are perfect non-traditional occupations for job seekers who prefer the more hands-on, practical work of building stuff and fixing problems. In fact, many employees in this sector find the work mentally and physically fulfilling, reporting higher rates of job satisfaction.

custodial

From effective techniques for cleaning, to stripping and waxing floors, job seekers will learn numerous maintenance and custodial tasks. They will gain a well-rounded knowledge of small and large tasks in order to maintain a spotless facility.

maintenance and repair

Job seekers will be taught a wealth of information in order to properly maintain, repair and improve a variety of residential, commercial and industrial facilities. From the correct ways to paint and repair minor defects, to completing work orders, and assessing for health and safety, they will be provided with the skills necessary to effectively maintain the day-to-day operations of a building.

landscaping

Not just limited to lawn care, job seekers will work with local businesses and with the LH Works Landscaping Team, to safely and correctly use motorized machinery, perform routine grounds keeping, and follow proper lawn care and other gardening techniques. By the end of programming, they will be able to competently care for and maintain many outdoor spaces.

CULTURE AND TOURISM

overview

Southeastern CT is home to a multitude of artistic and cultural institutions including world-class museums, performing and visual arts centers, and creative enterprises. In the Culture and Tourism track, jobseekers will uncover the operations behind many of these venues including an exploration in retail, hospitality, and event preparation.

arts & entertainment

The arts and entertainment sector gives job seekers work experience in art galleries, museums, and entertainment venues. They will learn everything from basic roles such as ushering at performance venues to more technical skills such as operating lighting systems, rigging and event setup and planning.

hospitality

Our region hosts millions of visitors each year in the heart of the Connecticut tourism industry: Mystic, the tribal casinos, and other local area attractions. These visitors fuel the need for employee's work in lodging, attractions, and recreation venues. In this track, job seekers will be introduced to a broad array of hospitality and guest services including work in our own Airbnb.

retail/customer service

As the field of retail continues to evolve, job seekers will focus their efforts on developing strong customer service skills and learning technology such as POS systems and inventory scanners. Job seekers will explore a host of roles in the back-of-house functions including inventory management, visual merchandising, as well as receiving, stocking, and delivery.

potential job placements

Visual Merchandiser
Inventory Control Specialist
POS Cashier
Sales Associate
Shipping and Receiving
Warehouse Worker
Event Specialist
Sound Tech, Stage Hand
Housekeeper
Laundry Attendant

community partners

Garde Arts Center
O'Reilly Auto Parts
Mystic Aquarium
Hygenic Art

ALL IN A DAY'S WORK

8:00AM

Morning Meet-Up
Job seekers will meet with job coaches and peers at local coffee houses or other community locations to start the day by outlining the day's goals and agenda.

8:30AM

Kickoff Meeting
Team meetings are held daily at job sites and allow job seekers to explore work related topics geared towards the work planned for the day.

9:00AM

On-the-job Training
Job seekers will participate in a wide array of job experiences, both on-site and within a network of community employers. Working closely with industry professionals, job seekers will develop the technical skills, knowledge, and soft skills necessary to maintain competitive employment, with tailored guidance and support from trained job coaches.

11:30AM

Working Lunch
Job seekers will have lunch with peers daily in the community. Set up as a "working lunch", job seekers will practice mock clocking in and out, and holding appropriate lunchtime conversation.

12:00PM

Independent Study
Job coaches will work with job seekers to conduct interest assessments, identify employment goals, and provide feedback on job performance. Job seekers will use this time to research, locate internships, and explore vocational opportunities.

1:00PM

Life Skills Workshops
Constructive small-group meetings where participants are engaged in exploring a particular topic, developing skills, and practicing them amongst peers. These goal-oriented workshops are facilitated by trained, experienced staff and guest lecturers.

2:00PM

Departure

EVENINGS

"Meet Ups" *Optional*
Meets Ups are community based sessions outside of normal program hours that give job seekers the opportunity to interact in their community and with each other. Mentors lead community activities and provide incidental teaching to reinforce social concepts in authentic community-based experiences.

FREQUENTLY ASKED QUESTIONS

What are the program hours?
Our program runs from 8am to 2pm, with occasional social “hangouts” available on some evenings throughout the year. We operate 236 program days per our Community Campus calendar.

What is the age range for the program?
We typically accept individuals between the ages of 18 and 25.

What happens if the job seeker does not like the job track?
Job seekers will be exposed to all tracks within the first year. Within each track, there are many diverse career opportunities that may be appealing. Selection of a vocational track is not expected until year 2, after the job seeker has had adequate time to evaluate all options available.

What is the criteria for the program?
The job seeker may be referred by a local school district or a Department of Developmental Services case manager. Following the referral, job seekers will be evaluated on skill competence through observation and vocational assessment. Various benchmark assessments are also used to ensure job seekers are making substantial progress toward increased vocational and soft skill development.

Do you provide transportation?
We provide transportation to and from our program, depending on location and availability.

How is this program funded?
The program is funded by the Department of Developmental Services and local education agencies.

What supports are available after securing competitive employment?
Job seekers who have completed the program may be eligible for Individualized Supported Employment (ISE) under DDS waiver services, which may include some job coaching with faded supports. The Light House will continue to provide fee-based weekly “Meet Ups” so that cohorts can stay connected and maintain social/recreational activities after they are employed.

IN YEAR 1, JOB SEEKERS...

- Gain an understanding of multiple industries through hands-on instruction in all three tracks
- Develop fundamental vocational skills in potential careers
- Learn basic job roles and employer expectations

IN YEAR 2, JOB SEEKERS...

- Select a vocational track to specialize in
- Increase ability for completing complex and autonomous tasks
- Expand understanding of the industry and research and explore work opportunities

IN YEAR 3, JOB SEEKERS...

- Participate in job shadowing, work evaluations, and internships
- Receive tailored support to ensure job readiness
- Practice interview skills and develop a resume
- Work with job developer to obtain employment

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