



# SMALL GROUP EMPLOYMENT



The **Barber National Institute** offers Small Group Employment to provide training and work opportunities for adults with disabilities who wish to transition from school or unemployment into an integrated, competitive workforce. The program offers a variety of work experiences and specialized training in landscaping, food service, janitorial work, and machine operation. These and other opportunities give participants the experience needed to gain employment. The goal of the program is to prepare individuals for future community employment success. To assist with guidance in the job search process, individuals will transition into the Supported Employment program.

## SMALL GROUP EMPLOYMENT OFFERS:

**INITIAL ASSESSMENT** Establishes current skills and creates an individualized program based on ability. Evaluations include factors such as pace, production, stamina, time management, following simple and multi-step directions, organization, consistent work quality, teamwork, safe work practices, initiative, use of equipment, punctuality, appropriate social skills, and response to supervision.

**HARD AND SOFT SKILLS TRAINING** Hard skills training teaches specific job duties which are developed through concentrated instruction in small work groups tailored to the individual's needs. Soft skills training develops important areas such as hygiene, appearance, attitude, response to supervision, voice control, personal space recognition, leadership, and



**INDIVIDUALIZED TRAINING** Flexibility to provide customized training to each participant. Schedules are arranged so that people can join work crews in areas that interest them. In addition, SGE staff tailor trainings to address areas of need.

**INCENTIVES** Incorporate positive, motivational activities that support skill development, including: dress down days, leadership roles, attendance program, and initiative recognition awards, all of which are designed to support the training effort and recognize individual success.



Barber National Institute

*Making dreams come true.*

[www.BarberInstitute.org](http://www.BarberInstitute.org)

## FOR MORE INFORMATION

Please contact our Small Group Employment Team

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