

Developing Skills

[for youth with developmental disabilities]

iCON Youth Ministries



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Partnering for the Future of our Next Generations

iCON Youth Ministries is a registered Non-Profit Society.



Youth iCON “Developing Skills”

The transition from youth to adulthood is challenging for almost every young person. This is particularly true for young people with disabilities. Yet, it is in those critical transition-age years that a young person’s future can be determined. Part of a successful future includes finding and keeping work. The total employment rate is projected to increase by 15% in the first decade of the twenty-first century. Employment in occupations that generally require a college degree or other postsecondary credential is projected to grow much faster than other jobs across all occupations. Jobs requiring work-related training will still account for the majority of the new positions.

CHALLENGES FACING YOUTH WITH DISABILITIES IN THE WORKPLACE

Youth with disabilities, and particularly those with significant disabilities, often face difficulties in accessing the workforce development system. The workforce development system encompasses organizations at the national, provincial, and local levels with direct responsibility for planning, allocating resources (both public and private), providing administrative oversight, and operating programs to assist individuals and employers in obtaining education, training, job placement, and job recruitment.

Today, there continues to be a stubborn dilemma facing youth with disabilities. In spite of supportive legislation and identified effective practices, many of these youth continue to experience high unemployment as well as insufficient opportunities to obtain competitive employment with the potential of career growth. Many youth with disabilities, and particularly those with significant disabilities, experience poor education and employment outcomes. Certainly, some youth with disabilities have attained successful careers. Some of these youth have benefited from well delivered special education transition services, while others have received timely and appropriately delivered youth employment services; many of these successes reflect both circumstances.

CONSIDER THE FOLLOWING FACTS:

- Special education students are more than twice as likely as their peers in general education to drop out of high school.
- Youth with disabilities are half as likely as their peers without disabilities to participate in postsecondary education.
- The adjudication rate of youth with disabilities is four times higher than for youth without disabilities.
- Roughly 10% to 12% of all youth will present some form of mental health problem of significant severity to call for some sort of short-term special services and treatment at some point during their teenage years.
- More than half of youth identified with mental health needs will drop out of school, and only between 5% and 20% will enter postsecondary education.
- Approximately 5% of all school children have some form of a learning disability and are served under special education, while between 15% and 17% of all children have reading difficulties. Less than 8% of those with learning disabilities go on to college after high school.
- Two-thirds of those with learning disabilities have not been identified by the school system as having such disorders. The majority of this population is poor, disproportionately female, minority and will not graduate from high school.
- Current special education students can expect to face much higher adult unemployment rates than their peers without disabilities.
- Young adults with disabilities are three times likelier to live in poverty as adults than their peers without disabilities.

Little or no expectation of success, low educational attainment, few vocational goals, and confusing government programs with conflicting eligibility criteria have resulted in many youth with disabilities not making a successful transition from school to postsecondary education, employment, and independent living.

WHAT NEEDS TO BE DONE:

- Information about career options and exposure to the world of work, including structured internships;
- Opportunities to develop social, civic, and leadership skills;
- Strong connections to caring adults; • Access to safe places to interact with their peers.

CAREER OPTIONS:

- exposure to career opportunities that ultimately lead to a living wage, including information about educational requirements, entry requirements, income and benefits potential, and asset accumulation; and
- training designed to improve job-seeking skills and work-place basic skills (sometimes called “soft skills”).

CAREER GOALS:

- opportunities to engage in a range of work-based exploration activities such as site visits and job shadowing;
- multiple on-the-job training experiences (paid or unpaid), including community service;
- opportunities to learn and practice their work skills (so-called “soft skills”);
- opportunities to learn first-hand about specific occupational skills related to a career pathway;
- understand the relationships between benefits planning and career choices;
- learn to communicate their disability related work support and accommodation needs; and
- learn to find, formally request, and secure appropriate supports and reasonable accommodations in education, training, and employment settings.

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For many people with mental illnesses, their job helps to keep them stable. It creates routine and order and provides income. Without job skills, they cannot work. And without work, their self-esteem falls, their sense of security diminishes, and many become depressed.

Youth iCON is providing job training and placement programs for youth with a developmental disability. Providing youth with the skills that they need to obtain a job is paramount in maintaining their mental health and is a central component of Youth iCON's mission. Youth iCON fosters self-confidence in our trainees so that they may improve their lives, the lives of others, and contribute to the community around them.

HOW THE SKILLS DEVELOPMENT PROGRAM WORKS:

As trainees demonstrate their success with the on-site job training program, they move into the Employment Program where Employment staff help them begin the process of securing a job in the community.

Youth iCON's training staff will help trainees:

- Think about what type of work they want to do.
- Learn the skills they need to obtain a variety of jobs.
- Learn how to get along with colleagues in the work world.
- Identify steps and resources they need to get a job.
- Work on their résumé and practice interviewing skills.
- Understand how paid employment will affect their Social Security benefits.
- Build a résumé and get references in order to move to a higher quality job of their choice.
- Stay clean and sober.

Youth iCON's Employment program is tailored to each trainee's needs. Youth are encouraged to move at their own pace so the amount of time it takes to go to work varies from person to person. Some youth go to work within a month or two of entering the program, others may take longer depending on their unique circumstances. Typically the youth will stay in the skills development program for a period of 6 months

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Youth iCON has developed these on-the-job trainings in real-life work settings, where youth practice working at a job in a small group, alongside staff and other members for support and instruction. Staff take a group of youth - typically one to three, in specific situations up to five - to the place of business to complete assigned projects or jobs. This is a good starting point for youth, allowing them to learn to navigate the world of work. After our trainees demonstrate their ability to work in a professional environment and express confidence in their skill sets, they are able to move on to transitional or supported employment.

Transitional Employment is the stepping off point for many of our youth who seek to become fully independent. Transitional jobs are part-time, short-term placements in the community. Youth iCON partners with local businesses, nonprofits, and corporations, allowing us to provide on-the-job experience to our members in real-life work environments.

Transitional Employment partners set aside entry-level, part-time jobs for our trainees. These placements can last anywhere from three to nine months and give youth real work experience and the opportunity to gain skills and build a résumé.

Youth iCON staff prepare members for jobs, provide on-the-job training and placement, and then support members while they are on the transitional jobs.

After two transitional jobs, youth look for permanent positions with the help of a job coach. Members are assisted to write their résumés, search for available jobs, learn interview skills, and secure permanent part-time or full-time jobs. This phase of the employment program is called Supported Employment, and lasts as long as the member wishes. Youth and job coaches keep in touch by site visits, telephone calls, as well as meetings, where all members in the employment program can meet to socialize and support one another.

TRANSITIONAL EMPLOYMENT JOBS:

- Offer competitive wages - minimum wage or above
- Are at the employer's office, in professional settings, and the pay check is from the employer.
- Are usually 20 hours per week and last for six months.
- Include mailroom, office assistant, custodial, food service, and courier positions.
- Provide a risk-free environment to begin working .
- Allow youth to gain experience in a real work setting and earn competitive wages.
- Allow youth to build their résumés, get current references, and then move on to a permanent job.

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Members who have moved into the Supported/Independent Employment Program receive individualized attention from a job coach; regular assessment of career goals; training in résumé writing, interview techniques, and employee relations; and help in securing a job.

Job coaches help members find their own jobs in the community. Members receive as much or as little support as they need. Their job coaches check in to make sure everything is going well. After a member gets a job, job coaches are available to help them mediate with supervisors, to assist with additional training, or simply to serve as behind-the-scenes support.

Members are also invited to monthly employment support dinners after work hours that offer an educational program, networking, and peer support.

SUPPORTED/INDEPENDENT EMPLOYMENT:

- Provides assistance to members searching for permanent full-time or part-time positions.
- Provides unlimited off-the-job support to members to enable them to retain the position.
- Provides job coaches to help members identify jobs of interest, prepare their résumés, practice interviewing skills, take them to fill out applications, discuss with them whether or not to disclose their illness to their employer, and provide on-going support.

JOB AND LIFE SKILLS DEVELOPMENT PROGRAM:

Youth iCON has developed strategies for providing community-based job and life skills training for youth with developmental disabilities,

A variety of worksites have been identified as appropriate training placements for youth, directing emphasis toward the analysis of different job skills based on the ecology of the work place and the types of jobs to be performed at each site.

Across the board there exist many common types of job sites, such as supermarkets, printing plants, restaurants, general offices and buildings, requiring a number of universal jobs.

Based on this analysis, a set of general skills was outlined required to accommodate these common tasks. Any of those tasks may be performed at more than one work site.

In our example information is provided on building and grounds maintenance tasks which may be performed at almost any place of business.

Job training should be provided in the community to the largest extent possible; as students with developmental disabilities are placed in less restrictive environments, and as employers, coworkers, and consumers are exposed to those individuals, their acceptance will increase and their quality of life will improve.

Youth iCON’s job training is based on realistic educational goals, considering the student’s ability level and instructional needs. According to these goals, each student will be taught the appropriate set of skills.

EXAMPLES OF WORK SITES AND REQUIRED SKILLS:

Example Work Site: Office building

- Important physical characteristics and suggested adaptations
 1. Non-public areas are locked, closets and storage rooms are locked
 2. Company occupies entire first floor of building
 3. Except by telephone, there is no customer contact at this location
 4. Exits are easily opened. Exits are adjacent to the area in which the student will be working. All exits lead to parking lots.

Example Suggested job list

1. General Maintenance
2. Grounds Maintenance

Example Job Analysis: Grounds Maintenance

- Task Analysis: Mowing Lawn
 - Performance objective: Student will mow lawn correctly, and dispose of grass clippings
 - Requisite Skills:
 1. Gross motor skills
 2. Attention to task
 3. Following directions
 4. Safety skills (e.g.: use of safety equipment, avoidance of blade)
 - Materials/Resources:
 1. Lawn mower
 2. Large outdoor plastic bags
 - Component Steps:
 1. Walk to appropriate storage place or trailer
 2. Remove lawn mower from storage or trailer
 3. Move lawn mower to assigned work area
 4. Check gas level and readiness of lawn mower
 5. Purge carburetor
 6. Place one hand on handle, pushing handle down
 7. Grasp cord
 8. Pull cord
 9. Place second hand on handle
 10. Start walking around entire lawn area row after row
 11. Check and empty mower bag into garbage bag after every round, tie garbage bag when full
 12. When finished, brush grass clippings off lawn mower, move lawn mower back to storage or trailer
 13. Move garbage bags to garbage area or trailer

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LIST OF POTENTIAL JOB SITES AND SKILL SETS:

POTENTIAL JOB SITES

- Cablevision
 - Warehouse/Shipping & Receiving
 - Mailroom
 - General Maintenance
- Dry Cleaners
 - Operator’s Assistant
 - General Maintenance
- Electronics Plant
 - Wire Work
 - PC Boards
 - Low Cost Modules (LCM)
 - Labeling & Packaging
 - Warehouse/Shipping & Receiving
- Florist/Flower Growers
 - Plant Care
 - Preparation of Fresh Cut Flowers
 - Floral Arrangements
 - General Maintenance
 - Grounds Maintenance
- Hotel
 - Housekeeping Assistant
 - Guest Room Maintenance
 - General Maintenance
 - Grounds Maintenance
- Industrial
 - Production Worker
 - Warehouse/Shipping & Receiving
 - Labeling & Packaging
 - General Maintenance
 - Grounds Maintenance
- Library
 - Librarian’s Assistant
 - General Maintenance
 - Grounds Maintenance
- Lumber Yard
 - Stock Boy
 - General Maintenance
- Supermarket/Grocery Store/Department Store
 - Shelf Stocking
 - General Maintenance
 - Grounds Maintenance
- Warehouse
 - Warehouse Clerk
 - Shipping & Receiving
 - General Maintenance
- Movie Theatre
 - Ticket taker
 - Snack Bar Attendant
 - General Maintenance
 - Grounds Maintenance
- General Office/Clerical
 - Mailroom
 - General Office Duties
 - General Maintenance
 - Grounds Maintenance
- Post Office
 - Post Office Clerk
 - General Maintenance
 - Grounds Maintenance
- Printing Plant/Newspaper
 - Clerical Assistant
 - Warehouse/Shipping & Receiving
 - General Maintenance
 - Grounds Maintenance
- Restaurant
 - Bus Boy
 - Table Preparation
 - Dishwasher
 - General Maintenance
 - Grounds Maintenance
- Laundromat
 - Laundry Tasks
 - General Maintenance
- Automotive Shop
 - Mechanic Helper
 - Detailing Assistant
 - General Maintenance
 - Grounds Maintenance
- Mobile Work Crew
 - General Maintenance
 - Grounds Maintenance
- Greenhouse/Produce Farm
 - Plant Care
 - Harvest Worker
 - General Maintenance
 - Grounds Maintenance
- Poultry/Dairy/General Livestock
 - General Chores
 - Livestock Handling
 - General Maintenance
 - Grounds Maintenance

POTENTIAL SERVICES PROVIDED

Youth iCON's “Developing Skills” Program partners with local businesses, providing value-added services to existing clientel or offering additional services “out-sourced” through our skill development program.

POTENTIAL AREAS ARE:

Landscaping

Property Maintenance & Repair

Facility and Building Maintenance & Repair

Handyman Services

Fleet Maintenance & Repair

Equipment Maintenance & repair

Project Co-ordination & Management

Shop Co-ordination & Management

Post-construction clean up

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Youth iCON...Why? What? How? Where?



Why does Youth iCON exist?

Primarily it exists to connect with the youth culture of today's world, to show them the Way, the Truth and the Life. Skateboarding, BMX'ing, Sports and Athletics, as with many things in life, are filled with metaphors that reveal God's character. Jesus told countless stories to explain spiritual principals by using everyday analogies the common people could relate to. Youth iCON uses the same methods to unveil God to a generation of youngsters more familiar with skateboarding and street hockey than farming or fishing.

One of the keys we believe to bringing young people into maturity and avoiding anti-social behaviour is to give them a place to belong to, where they can be themselves unhindered: a place where they feel a sense of belonging and acceptance.

This is exactly the kind of place we want to provide for the young people of Abbotsford with the mobile youth centre van project.

Our dream is to see countless young people make the right decisions early on in live, to secure a bright future for themselves.

Point your kids in the right direction, when they're old they won't be lost...

But it doesn't stop there, though.

Youth iCON is not introverted: the vision is to replicate what we have done for others, to see multitudes of young people reached effectively through building meaningful relationships.

Far too often ministry is directed to the rebuilding of damaged adults, but if we can catch them while they are young before the “die is cast” and the “mold set” we can set them on a firm foundation and they will face the world with confidence and security to tackle any obstacle ahead.

*Train [a] a child in the way he should go,
and when he is old he will not turn from it. Prov.22:6*

What is Youth iCON?

Youth iCON is a non-profit society, currently incorporated in Abbotsford, BC.

It is a youth...

connection
guidance
ministry
resource
network
movement

...to anywhere and for anyone who is interested.

A key word floating around churches today is: relevant!

Leaders are waking up to the idea that to connect with the world around them they need to be able to understand and embrace the same passions and trends as those outside the doors of their institutions. They have to build bridges of trust that carry people from dark to light! The old denominational walls and introverted church ministries serve to divide people not to embrace them. Youth iCON is a bridge, custom designed to relate to youth and present God in a relevant format. The church may be 50 years behind, but God is not. We are doing our best to keep up with Him!

As an additional note we would like to add that being relevant is not enough, though. Being authentic, too, is crucial. It is kind of like the resounding gong if no love is present. Youth ministry without an authentic love for the young people is a dead effort. Youth ministries are not supposed to be gimmicks to trap kids into following our religion. They are supposed to be extensions and expressions of who we truly are as persons, pastors, leaders, or members of God’s Kingdom. The ministry belongs to God and we must follow His leading in its birth and growth or like the tower of Babel it will fall.

How did Youth iCON start?

It started as a dream, was cultivated through experience, founded on faith and birthed through perseverance. Names and dollar amounts are insignificant, but it is important to know that at every level Youth iCON has been the outworking of God’s hand in human lives and continues to follow after His heart.

Where is Youth iCON going?

It can go to the ends of the earth if need be. It is about empowering and mobilizing young people and ministers to young people, through relationships. The idea is always to be fruitful and multiply in as many areas and medium as possible. The message, the principals, the morals and the “Maker” remain unchanged, but our methods must constantly adapt to the evolving world around us.

Youth iCON “Developing Skills”

Icon Youth Ministries Guiding Principles

Purpose

Reaching youth and young people wherever they are.

Partnering with local churches and like-minded organizations to raise life-long followers of Jesus Christ; and a new generation of leaders, godly in their lifestyles, devoted to the Word of God and prayer, passionate for sharing the Love of Christ, and committed to their community.

Target

To reach out to youth and young people in Middle and High School, College and University, but also outside these institutions; aged 10 through 24.

Vision

To see all youth and young people become life-long followers of Jesus Christ.

Mission

To help youth and young people to make good choices in their lives through Jesus Christ.

To equip a new generation of leaders, godly in their lifestyles, devoted to the Word of God and Prayer, passionate for the Love of Christ, and committed to their community.

To partner with local churches and like-minded organizations to raise life-long followers of Jesus Christ.

Core Values

Gospel based

Bible focused

Prayer devoted

Church committed

Community centered

Evangelistic

Icon Youth Ministries Programs

Campus Ministries

developing strategic partnerships with local churches, bible colleges and like-minded organizations to provide youth and young people at local Middle and High Schools with guidance and mentor-ship through qualified and well-equipped leaders, but also offer creative ways to build relationships with role models and peers alike; organize events, school clubs, after-school fun and sport activities, and offer a chance to talk about what's important to them. Carefully chosen staff and volunteers to provide leadership that youth and young people can rely upon, as well as providing a positive role model.

Street (Van) Ministry

reaching youth and young people wherever they are; not to expect them to “come to us”, but to reach out to them where they “hang out”, at Parks, Sport Fields, in their neighbourhood, etc. Teaching basic life skills, providing an opportunity for a relationship with a caring adult role model, promoting and developing a positive self-image through Jesus Christ, creating opportunities for positive peer experience and sharing the gospel.

Event (concert) Ministry

provide youth and young people with the opportunity to serve at community events; setting up stage for a concert, or providing volunteer service for a community event: alongside experienced leaders, youth and young people will serve their community in a serving spirit, but also will have opportunity to share the Love of Christ with their peers.

Provide-A-Ride Ministry

providing youth and young people with adequate and safe transportation to have the opportunity to participate in programs offered through IYM, local churches or other like-minded organizations, through experienced and mature volunteers. Connecting and building relationships with youth and young people, creating an opportunity to share the Love of Christ.



GENERAL INTERIOR

Blinds - re-install and repair
 Replace ceiling tiles
Floor - replace tile, bricks and/or vinyl
Floor - replace metal transition strip
Keyboard tray - move and/or install
Remove and/or re-affix nameplates/decals
 Patch drywall hole
Re-finish drywall - paint or paper
Clear/lubricate sliding door track
Shelf/cabinet/stanchion - remove and/or install
 Baseboard - repair
 Counter laminate - repair
 Drawer - repairs
 Investigate leak
 Replace damaged ceiling tiles
Door Repairs: Repair and/or replace closer
 Repair and/or replace top/bottom pivot
 Repair and/or replace handle
 Replace grill bolts
 Repair and/or rollers
 Repair and/or replace latch
 Re-hang doors

FURNITURE REPAIRS

Cupboard door/drawer - re-hang and/or replace
 File cabinet - re-align, remove and/or replace
 door/tracks/legs/lock mechanism
Chair, desk, table, cabinet - repair and installation
Adjust, repair and/or replace door kick-down stop
 Caster - repair and/or replace
 Secure cabinet to wall

PLUMBING

Faucet/Toilet/Sink repairs & replacement
 General leaks & overflow
 Drain snaking
 General blockage
 Sink & toilet clogs
 Investigate leak

GENERAL EXTERIOR

Siding - repair and replace
 Apply caulking
Sidewalk - repair and patch
 Landscaping / Gardening
Steel railings/parking sign post
 - repair and/or replace
Parking sign - re-attach to post
Wood fence/step - replace board(s)
Fencing - Repair. Replacement and/or
 installation
Fill pothole (pavement and/or gravel)
 Flashing - re-attach
Eavestrough - re-install, repair and/or unplug
 Investigate leak
General clean up work
Property caretaking
Washing windows

ELECTRICAL

Light fixtures and bulbs - repair and/or replace
 Replace breaker
Door bell (button and/or chime) - install
Door bell (button and/or chime)
 - repair and/or replace
Measure/verify circuit voltage level
Replace receptacle/switch

LOCKS/SECURITY

Interior door locksets - repair and/or replace
File cabinet, credenza and cupboard door locks
 - repair and/or replace
 Supply/cut keys
Door paddle - repair and/or replace
Dead bolt - repair and/or replace
Smoke alarm - service

General Maintenance & Repair • Handyman Services • Property Care

For further information on our services please contact us directly:

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