

RMRS Paid Work Experience and Skill Development

Ridge Meadows Recycling Society's **Paid Work Experience and Skill Development Program** will give individuals supported by CLBC training for practical job skills in a real work setting. Our worksite is integrated, and participants will be working alongside union & management employees with a variety of skills and experiences. The program will give participants experience and skills needed for community employment. Once they have been through this program, they should be better prepared to take on jobs in areas that interest them. They will have a time limited experience of the benefits of receiving regular wages for work and the freedom and pride that comes along with this. They will develop more contacts and references and a new experience for their resume. They will have knowledge of appropriate work expectations and they will develop the confidence to express this to potential employers. They will be ready for success.

CLBC, RMRS and other agencies will work together to develop Work Experience opportunities with work hours that are custom-designed around participants' abilities and their desire to work and their future employment goals. Job skill possibilities are: sorting recyclables (repetitive action), working on the front-line assisting customers (customer service), or going out in the community for litter pickup, large item pickup, or blue box delivery and greeting the public (communication skills.)



Program participants receive real-world job training in **basic employment requirements:**

- attendance and punctuality expectations
- productivity expectations
- work etiquette
- appropriate clothing & hygiene expectations
- expectations when interacting with co-workers
- appropriate ways to handle on-the-job issues
- safe work procedures and personal protective equipment



The program provides extra support and coaching but is specifically designed NOT to give 1:1 supervision. The goal is to ensure individuals understand what it means to be an employee and what will be expected of them in any work environment. The individual will arrange their own transportation to/from the worksite, arrive before their shift starts and be dressed in appropriate safety gear, they will be ready to go when their shift begins, take coffee and lunch breaks as directed and return to work after the allotted time. They will learn to do the work expected of them and not be distracted by others. Based

on goals, the program works on tasks like improving productivity as they become more familiar with a job, working in a safe manner and being aware of workplace hazards, dealing with conflict in an appropriate manner and dealing with the natural consequences of inappropriate behavior.

Ridge Meadows Recycling works with CLBC, employment service providers, and caregivers on program intake, integration, and evaluation. Work related issues will be handled based on natural consequences of any worksite (progressive discipline etc.) directly with the individual to model what the individual will confront in other jobs once they have finished the work experience program.

Eligibility for the Program

Must be 19 years of age

Involved with a CLBC Employment Program

Employment Specialist in agreement with the referral

Outline of perceived benefits of the program for the participants

Sign agreement from the participant that they understand the program requirement and parameters



Program Timelines & Expectations:

This program is time limited. The goal of this program is to develop the skills necessary for workplace success. Individuals will be referred to the program for up to 26 weeks of service for up to 3 days a week for 5 hour shifts.