

# BENEFITS

## PERFORMANCE & ASSESSMENT

There are so many benefits beyond the hands-on exploration of job opportunities that PAES can provide.

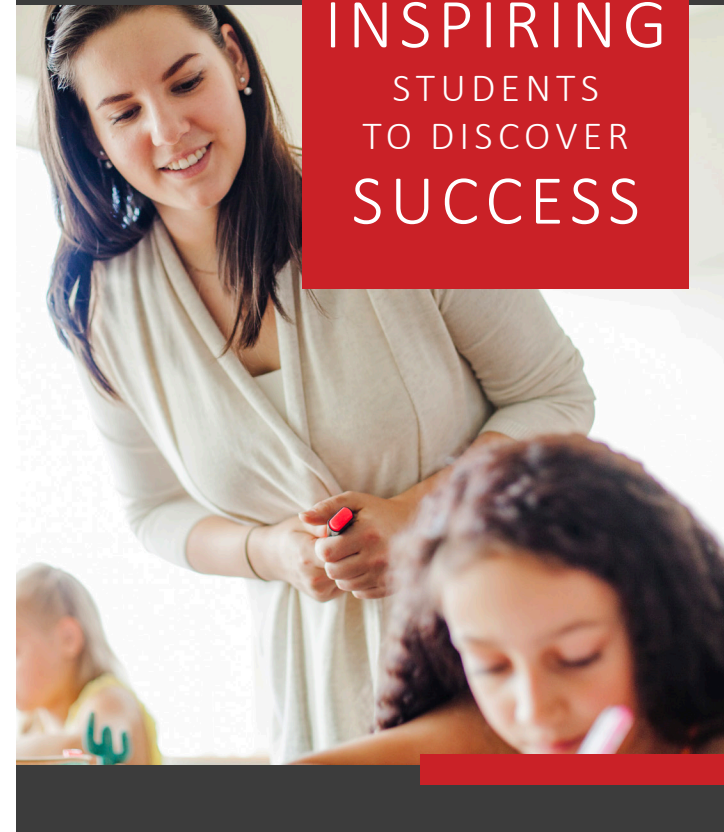
- PAES is a multi-faceted program designed to prepare those with disabilities for competitive employment or post-secondary education. In the past, students with disabilities were graduating with no job prospects or acceptance to post-secondary institutions of higher learning.
- The PAES performance summary report defines the participants' strengths and abilities in regard to their employment potential.
- PAES provides an opportunity to identify and develop appropriate work skills and behaviors, prior to working in the community. This includes proper work behavior, inventory, goals, objectives and daily tracking.

"Taylor has been an excellent addition to our Busy Bean team. While a bit shy when she first started, Taylor has become just as talkative as the rest of us ladies here. Taylor has made great strides in her work at the coffee shop, starting from doing dishes to making her own frappe drinks and helping in the kitchen. The team has been enriched having Taylor at The Busy Bean and we are so grateful to have her help, talent and humor. Getting to know Taylor has made us all smile and laugh out loud during unexpected moments. She has quite the sense of humor."

- Lisa Severson

Owner, The Busy Bean Coffee

INSPIRING  
STUDENTS  
TO DISCOVER  
SUCCESS



## PAVING THE WAY CATERING PROGRAM

Students who participate in our catering program get the opportunity to learn about:

- Event coordination
- Financial literacy
- Food prep
- Food safety
- Personal hygiene
- Social skills
- Team work



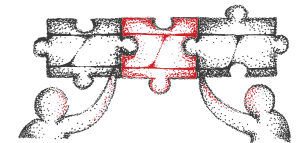
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PAVING THE WAY



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## WORK STUDY

### ESTABLISHING PARTNERSHIPS

- Contact community members
- Summer program job-shadow
- Volunteer with supervision
- Continued follow-up & work
- Quarterly reports
- DVR-assistance

Participants clock in and go to work exploring nearly 300 jobs in five career areas that are based upon typical skills found at community based job sites. Participants find out what job skills they are good at, and what job skills they like to do.

- Transitions work development
  - Business/Marketing
  - Computer/Technology
  - Construction/Industrial
  - Consumer Services
  - Processing/Production
- Money management
- Assessment driven transition planning for middle and high schools, and adults
- Education and career training
- Functional life and work-related reading & math
- Developing basic life and work skills

“I get to try new things and new job tasks to see what I am good at. It is very interesting and I will enjoy going to the PAES lab the rest of the year.”

- Derrick, Paving the Way student

## ASSESSMENTS

### EMPLOYMENT POTENTIAL

**QUALITY OF WORK** The PAES evaluator inspects and scores each job for quality.

**WORK RATE** Each PAES job is timed and rated against the competitive job rates.

### AMOUNT OF ASSISTANCE NEEDED

Assistance and accommodations are provided, scored and reported through the PAES scoring software to help ensure that transition goals will reasonably enable the participant to meet postsecondary and/or work readiness goals.

### INTEREST

Participants say whether or not they liked a job upon completion. Because every job is performed hands-on, this is an accurate indicator of interest.

### OPTIONAL SUBTASK

**ASSESSMENT** Each PAES job is broken down and assessed by individual sub task when the need arrives. This happens when a job has been attempted, assistance is given and the student is not expected to complete the PAES job entirely. The jobs are broken down to individual sub tasks in order to find out what subtasks the participant can complete.



# PAES LAB

The **Practical Assessment Exploration System (PAES)** is a simulated workplace curriculum that gives a performance-based assessment for students at most levels of disability, included non-readers.

Students and clients are exposed to a broad range of hands-on, generalizable work skills. Following PAES, they will be better prepared for community work experiences, future employment and independent life!

PAES is a Comprehensive Partner to:

- Community Based Work
- Post-Secondary Education
- Supporting Positive Outcomes for WIOA
- Workforce Innovation and Opportunity Act (WIOA)