

# 2024 EMPLOYMENT PROGRAMS & SERVICES



## STUDENT PRE-EMPLOYMENT AGE 14-21\*\* (MUST BE IN HIGH SCHOOL OR POST-SECONDARY SCHOOL)

SERVICE *	EMPLOYER COMMITMENT	BAC COMMITMENT	PAY STATUS***	DURATION	WORKSITE	BENEFITS TO INDIVIDUAL
<b>Informational Interview</b>	Provide a business representative that will give the student information and advice about that career field and discuss what knowledge, skills and abilities that are needed to pursue that career.	Set up interview with business and student and complete an interview questionnaire at the conclusion. No more than 5 students per interview. BAC staff will participate and accompany students.	Unpaid	30-45 Minutes	Can be done in person or virtually, can be done in small groups	Allows for the education and the giving of students an opportunity to learn about your business.
<b>Job Shadow Workplace Tour</b>	Provide a dedicated staff member to guide a student through different tasks and tour of the organization.	Set up time and types of tasks student is interested in and will complete an observation worksheet. No more than 5 students per shadow/tour. BAC staff will accompany students.	Unpaid	1-4 Hours	In person, can be done in small groups	Gives Students an opportunity to learn about new jobs and to help them make decisions about their future employment goals.
<b>Work Based Learning Experience</b>	Student will experience integrated training with co-workers and supervisors. Allow for observation and hands on trial of work tasks. Guidance and feedback about performance is needed. Complete and submit time cards to BAC.	Assist with setting up interview, and any background screens or badging needed. Observe behaviors and performance. Discuss quality and quantity of work.	Can be Paid or Unpaid Minimum of \$15 per hour Paid by BAC or Employer	Min of 20 hours to Max of 120 hours per experience	In person or virtual, if company has virtual or telework positions	Train potential entry level workers to create a hiring pool from. Observe supervisors and co workers interaction with students.

## ADULT EMPLOYMENT TRANSITION \*\*

<b>Direct Hire-Job Placement</b>	Employee will be an integrated hire with co-workers and supervisors into an existing position. Guidance and feedback about performance is needed.	Pre-vetted, pre-trained worker with guidance and support from BAC Employment Coordinator	Paid by the employer as a direct hire	Length of position	In person or virtual, if company has virtual or telework positions	Allows for integration among staff and a more diverse workforce.
<b>On the Job Training</b>	The trial employee will receive integrated training with co-workers and supervisors. Allow for hands on trial of work tasks. Guidance and feedback about performance is needed. Complete and submit time cards to BAC. Does not need to end with a placement or direct hire.	Assist with setting up interview, and any background screens or badging needed. Observe behaviors and performance. Discuss quality and quantity of work.	Paid Minimum of \$15 per hour Paid by BAC	Min of 4 Weeks to Max of 16 Weeks	In person or virtual, if company has virtual or telework positions	Allows for training that does not affect labor costs and creates a hiring pool for future staffing needs.

\* All participants have been vetted and referred by the Department of Education - Vocational Rehabilitation Program (VR)

\*\* Most services can typically be customized if there are specific age restrictions and or background screenings needed. Please reach out to a BAC Staff member for specific needs.

\*\*\* If BAC is paying for wages, BAC will be the Employer of Record and Vocational Rehabilitation (VR) will be covering Workers Compensation. If Employer would like to pay for wages and does not want to be reimbursed, they do not need to become a Vendor of VR. If they would like to be reimbursed, they would need to become a Vendor of VR and provide documentation as needed by VR.