



STAND UP INC.

Student Transition Employment Program

A graphic with a blue textured background at the top and a green textured background at the bottom. The top section contains several white arrows pointing in various directions, some with smaller grey arrows pointing away from them. The bottom section features a large green arrow pointing right, with a white arrow pointing left inside it. The text "STAND UP inc." is prominently displayed in the center, with "STAND" in black vertical text, "UP" in large green letters, and "inc." in black. To the right of this, the words "Transition Services" are written in a white sans-serif font. Below that, a quote in white text reads: "The Employment STEP in your Transition." At the bottom center, the website address "www.StandUp-inc.com" is written in white.

STAND UP inc. Transition Services

"The Employment STEP in your Transition."

www.StandUp-inc.com

STEP PROGRAM



STAND UP, INCORPORATED

Student Transition Employment Program (STEP)

© Stand Up, Inc
1928 Thomson Dr. • Suite 1
Lynchburg, VA 24501
Phone 434-455-2448 • Fax 434-455-2448



Table of Contents

Contents

A Letter from our Director	1
Our Mission:	2
Our Values:	2
To Our Consumers:.....	2
To Our Funders:.....	2
Our Vision:	2
Why are Transition Services Necessary?	3
Why should you use Stand Up, Inc. for your Transition program?.....	4
Stand Up Inc. Programs	5
Stand Up, Inc. Employment Partners:	6
What do people say about Stand Up?	7
How do I contact Stand Up Inc.?	8



A Letter from our Director

Following graduation from college, my plan was to begin a career as a high school English teacher. As plans often go, I eventually decided that a life in the classroom wasn't what I saw for myself. As great as my love is for literature and for helping students find their love through education, I was wary to enter into the education field. Somehow or another, a few months following graduation, I had a job offer with a local supportive employment agency assisting individuals with disabilities find employment. I decided that this would be a good opportunity to explore different career paths, while also assisting others, and that I would accept the job while I planned for a new plan. Now, eleven years later, I am still working in Supportive Employment. My husband and I started our own agency in 2009 and now my career is assisting other people find their career. This was my transition.

Transition is a word that is growing in popularity and in recognition in the education field as well as in the supportive employment field. I find this incredibly exciting for youth with disabilities. Finding your career path is difficult enough, with added barriers and complications, it can easily become an overwhelmingly daunting task. Over the last several years, our staff has worked increasingly in the area of transition services. For me especially, this was one of the most encouraging and exciting endeavors we had taken on as an organization. To reach a student, before they had entered the workforce, before they had formed a jaded opinion of work, before bad habits had been established; I saw this as a real opportunity. An opportunity to share how you can love your job, how you can be successful in what you choose to do, and how you can wake up excited to go to work.

I have seen individuals find success and I have seen individuals fall short of their goal. It has been our experience that most often, people don't fail because they can't perform a task, but because of communication issues, attendance issues or other soft skills. To have the opportunity to teach what not to do before mistakes can occur, that's exciting. That's how Stand Up views Transition Services, an exciting opportunity to teach what we know best – employment.

Kelly W. Reichard
Executive Director



Stand Up, Inc. employs a dedicated staff experienced in Supported Employment and Special Education. Our current areas of operation are the Central and Southwest regions, but we are prepared to extend our services throughout the Commonwealth of Virginia.

Our Mission:

The mission of Stand Up, Inc. is to assist individuals increase their independence by providing unequalled, personalized planning, supports, and opportunities for success.

Our Values:

To Our Consumers:

We commit to our consumers to deliver unequalled, effective service that enhances and promotes one's quality of life. A dedicated and experienced staff working with you and your natural supports to achieve the goals you set forth.

To Our Funders:

We are committed to providing the highest quality services in a cost-effective manner that produces positive outcomes. We pledge integrity, cooperation, responsibility and confidentiality in order to provide timely services that produce results.

Our Vision:

All individuals, regardless of the barriers they face, have the opportunity to find success and independence through employment.

Why are Transition Services Necessary?



Stand Up specializes in assisting individuals with disabilities find success within the workplace. In the years we have spent working towards this goal, it has been our experience that people do not lose jobs because they cannot perform the job's tasks, but because they lack the soft skills necessary to remain successful within the workplace.

Through Stand Up's experience, it has been determined that the problems consumers face while in the workplace can be most often linked to poor work ethics, ineffective communication skills, problem solving abilities and other Foundational soft skills.

Transition Services are a necessary process in helping Consumers find success at work, in order to live fuller, happier lives.

Stand Up Inc's Transition Services address the lack of knowledge regarding these soft skills, before an individuals with disabilities enters the workforce. This preparation allows consumers the ability to effectively meet the expectations of an employer thus increasing overall employee ability. It is Stand Up's belief that this greater effectiveness will improve overall success in the workplace.



"Stand Up's goal is for each consumer to find success at work..."

Why should you use Stand Up, Inc. for your Transition program?

Stand Up has developed a unique curriculum that has proven effective in supporting the transition of special education high school students into productive employment. Our Pre-Vocational Training program assists individuals learn the skills they need before they enter the workplace.

Topics include, but are not limited to:

Identifying Job Skills	Effective Time Management
Communicating with Supervisors	Work Ethics
Identifying Barriers to Employment	Interviewing Skills
Communicating with Co-Workers	Self-Advocacy
Setting Short and Long Term Goals	Communication at Work



Community Employment Services: Job development
Community Employment Services: Job Supports
Community Employment Services: Job-Site Training

Stand Up Inc. is a CARF Certified Business.

Stand Up Inc. Programs

STEP - Student Transition Employment Program

In partnerships with local schools, Stand Up offers an employment training program geared towards students that have limited or no work experience. In this program, students will spend time both in the classroom and on varying job sites. In the classroom, students learn and practice soft skills such as communication, time management, teamwork, anger management as well as application and resume preparation. Students then have the opportunity to go to varying work sites in order to practice those skills in a “Real world” setting.

STEP program developed in cooperation with Barbara Shutt, Jodylee Edsal and the Roanoke County School system.

College for Living Plus

CFLP is partnership between Central Virginia Community College and local school systems that aims to teach vocational and independent living skills to students as they are transitioning from school to life as an adult outside of the school system. Classes such as time management, work ethics, job search skills, mobility within the community are taught in a college setting so that students have the opportunity to learn skills that will be needed once they leave the school system. Stand Up is proud to have been working with this program as instructors for many of these courses.

Supportive Employment

Stand Up’s specialty is finding the right job for the right person. Stand Up can provide Supportive Employment services for students as they begin to explore the world of work. We can provide job development and training to help ensure the student finds the right job and has the tools necessary to succeed. Stand Up can also offer Situational Assessments so that you may try out different positions, unpaid, before you make the decision as to your career path. Please call or visit our website to see how you or your student may qualify for this service.



Stand Up, Inc. Employment Partners:

Over the years, Stand Up, Inc. has partnered with over one hundred business in our service area.

Some of our most recent partners are:

Golden Corral

Pet City

Marshall's

Bill's Pastry Shop

Kmart

Dollar Tree

Rowe's Furniture

Sodexo

Food Lion

Kroger

AC Moore

Fed Ex Ground

K&W Cafeteria

Super Dollar

Office Max

Lynchburg Grows

What do people say about Stand Up?

How has the STEP program influenced your life?

“...By making me realize that I can actually make something of myself. The reason I never tried before was because I didn’t think that I could do it. But when Jamie and everyone started to encourage me to do my best and to work harder than I did, I started trying and things started looking up for me... I pulled up my grades and started doing a complete turnaround. The reason I did was because I had support from this class and I am really thankful for having this class now.”

Michelle - STEP Graduate 2010

Offered employment immediately upon completion of program

“I am very pleased with the program and students...They work just as hard and well as any of my employees.”

Pete

Kmart Manager

“I think the program is a great experience for the kids to develop work skills, and they are also a huge help to us when we need extra with preparing the menu for our guests. All of the students work very hard and are a pleasure to work with.”

Matt

Golden Corral Manager

“I love the program, the kids are very sweet and kind, and they all work very hard. These kids in the STEP Program have made a huge difference in this store for the better.”

Eric

Dollar Tree Manager

“Stand Up is complimented for employing highly committed, caring, enthusiastic, and skillful staff members. It is evident that the staff members are focused on meeting the expressed outcomes and needs of the persons served and demonstrate a high degree of effort and flexibility, going beyond the call of duty to ensure that potential opportunities are put in place to benefit persons served.”

Stand Up’s 2010 CARF survey

Three year accreditation award letter

How do I contact Stand Up Inc.?

Address:

Stand Up, Inc.
1928 Thomson Drive #1
Lynchburg, VA 24501

Phone:

Office- 434.455.2447
Fax- 434.455.2448

Website:

www.standup-inc.com

Email:

Executive Director
Kelly.reichard@standup-inc.com

