



Mentoring

Employment

Community Mental Health

Creating a safe place for youth who need help making the transition to adulthood!



MENTORING

EMPLOYMENT

COMMUNITY MENTAL HEALTH

“Imagine a space where youth regardless of their past can find hope and vision for their future.”

TeamWorks is a comprehensive program that provides mentoring, employment and independent living in a home base environment. Each individual that enters the TeamWorks program will receive the assistance of a caring coach who will serve to guide and encourage independence, productivity and purpose to youth who need assistance making the transition to adulthood.

TeamWorks incorporates RCD Core Training: Responsibility-Centered Discipline. The RCD model empowers students with the skill of self-control thus, enabling them to grow and become responsible adults by focusing on the following principles:

Taking responsibility for your actions develops a personal sense of accomplishment.

Accomplishment develops a sense of dignity.

Dignity develops a sense of purpose.

Purpose provides a foundation to develop vision for your future.

With increased responsibility, accomplishment, dignity and purpose, individuals may contribute fully to their family and community.

The TeamWorks **CULTURE** is imperative to the work and development of our youth:

Compassion: Be compassionate of everyone including myself.

Understanding: Think it through before I do. I am in control of myself and my behavior.

Listen: Everyone deserves to be heard.

Trust: the Process – Progress takes time. Never give up. Always do my best.

Uprightness: Do the right thing even when no one else is watching. Wrong is wrong even if others are doing it.

Respect: Be kind to myself and others in all I do, think, and say.

Empathy: Understand and respect the feelings of others.

Core tenets of work crews:

You strive to give your best effort and are proud of the work you do.

You will be encouraged to be yourself and discover and develop your talents.

You will be given the opportunity to work, but you must do the work.

You will be paid for the work you do.

Home Base

- Central location for all work crews to begin
- Training ground for education and employment prep
- A family atmosphere where youth can relax and enjoy each other's company
- Video games and TV time will be available
- Youth will learn basic courtesies of sharing space and picking up after themselves

Hours of Operation

Monday through Friday

11:00am to 9:00pm

Saturday & Sunday

10:00am to 5:00pm

Staff

Culture Coach

- Oversee Home Base while establishing and maintaining the TW culture
- Oversee all mentoring assignments

Independent Living Coach

- Oversee all work crews, establish worksites and equipment
- Oversee employment preparation from intake to exit

Job Coach (3 to 5)

- Provide mentoring and job training within the TW culture
- Support coaches in carrying out the TW mission

Four Levels of participation for youth:

Guest:

- New referrals are "Guest" and must be accepted into the program by Team Coaches.
- They will participate in a 3-hour interview with coaches and participating youth.

Intern:

- Interns will be paid \$7.25 per hour for up to 20 hours per week
- Interns will be supervised by coaches and CSW's
- Interns will be given only 25% of their earned money with the remainder will be held in savings
- Interns will work towards completion of all pre-employment documentation and IL curriculum

Apprentice:

- Apprentices will be employees of Pyxis/Team Works
- Apprentices may work with outside contractors
- Apprentices will be paid \$7.50 per hour
- Apprentices will have access to all their money

Graduate:

- Mentoring and safe time must be scheduled with coaches

Mentoring and Community Mental Health

- Individual mentoring will be scheduled with coaches, one hour per week
- Group mentoring will be in the home or on the job, continuously throughout the week
- Home Base is open for safe time (Social, Attendant Care, Free Time, Education)

Employment

- All work crews and work times are scheduled and approved by coaches
- Potential of 20 work hours per week for Interns and Apprentices
- Youth will document activity, performance, progress and time in Pyxis Record (PR)
- The Employment goal for all youth is to gain independent unsubsidized employment