

Pathways to Competitive Integrated Employment

Tim M.'s Story

Meet Tim, a young man living with three roommates in a small town in southern Indiana. Tim enjoys staying active and busy, which he didn't experience at his previous job at a sheltered workshop. There, he often found himself with little to do, spending much of his time just sitting or standing around. This lack of meaningful work motivated Tim to look for a more fulfilling job.

He was supported by a dedicated team at ARC Southwest, which included a job specialist and a job coach. They worked together to find the right job for Tim.

Background

After his time in sheltered work, Tim found a new job at Aramark, a local food vendor that provides cafeteria services to the nearby Toyota factory. It's been a great fit for him. He enjoys the variety of tasks involved in his role, which include preparing food, serving customers, and cleaning up. He also appreciates the supportive work environment and the opportunities for advancement.



With the help of his job coach, Tim has been able to develop the skills he needs to succeed in his new job. He has learned how to interact with customers, follow safety procedures, and work effectively as part of a team. Tim is grateful for the support he has received from his job coach and his supervisor at Aramark. He is excited about his future and the opportunities that lie ahead.

Finding Purpose at Aramark

Tim was hired to work in the kitchen at Aramark. His initial duties included making sandwiches and wraps. Over time, he learned new skills and now serves food in the cafeteria. Tim described his daily tasks: he puts on gloves, takes customers' orders, serves the food, and always wishes them a nice day.

Tim is very happy with his job and loves serving food. When asked, he rated his job a perfect ten out of ten. Tim's favorite job perk is the free food at the

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Toyota cafeteria, especially the salads and quesadillas. He appreciates the support of his job coach during his transition to competitive integrative employment, as well as his supervisor at Aramark. Tim shared that his job coach has praised his good work and now visits less frequently, as Tim has become more independent.

Tim has made many friends at work, including the person who maintains the Coke machine. He started working part-time but now has increased his hours. He works from 9 am to 1 pm, Monday through Friday. The staff at his house help with transportation to and from work. If he ever needs help, his supervisor is always there to assist him.

Tim loves getting to know everyone at work and enjoys his role at Aramark. He takes pride in his achievements and values the support he receives from his team.

Navigating Challenges

When Tim is unsure how to complete a task at work or has a question, he confidently asks his supervisor for help. She assists him in understanding the task of finding the right answer. This support has been crucial for Tim's growth and success in his job.

Outside of work, Tim relies on his girlfriend for emotional support. She helps him navigate difficult times and stay confident in life. To ensure he arrives on time and maintains his work schedule, Tim has

worked with his support team to arrange reliable transportation, as he is unable to drive or take the bus to work.

Ingredients for Success

- **Confidence Over Time:** Tim did not start his job with confidence. Initially, he hesitated to rely on his supervisor for assistance. However, working closely with his job coach helped him build this crucial bridge. Now, Tim confidently approaches his supervisor for additional guidance whenever needed.
- **Consistency Is Key:** Tim disliked the boredom and inconsistent workload at the sheltered workshop, which often left him feeling underutilized. Since transitioning to his new job, Tim enjoys a steady schedule from Monday to Friday with designated tasks he can sustain throughout his shift. This consistency provides the meaningful work Tim was eager to pursue.
- **Proper Support:** When Tim became unhappy with his position at the workshop, he advocated for himself to get a job coach and job specialist. They listened to his concerns and validated his feelings. Together, they began the search for a meaningful job. Their belief in his abilities helped Tim secure a job that was a great fit for him. Additionally, with assistance from his staff, Tim has overcome transportation barriers, ensuring he gets to and from work consistently.

Words of Wisdom

Tim's enjoyment of his job stems from finding purpose in his work. He loves staying busy and interacting with customers. He is thrilled to share that he enjoys his job much more than he ever liked working at the sheltered workshop.

When asked what advice he would give to someone transitioning from sheltered work to community employment, Tim replied, "It would be good for you to work in the community." He would also tell someone who might be afraid of this change that he loves his job, and they might love theirs too.



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