



Leigh Ann's Neverland Dreamers

Internship Information

To assist in meeting our mission and objectives, please take a moment to review the following criteria to ensure the applicant is eligible for our internship program, prior to applying.

- have a primary diagnosis of a developmental disability (may include Autism and/or diagnosed physical disability)
- be at least 18 years old
- be able to take care of his/her own personal needs and self-help (dressing, eating, toileting, etc.) with no or limited assistance
- be able to communicate basic needs verbally or nonverbally and have adequate receptive language
- be able to follow one-step directions
- have the social skills to interact positively and appropriately with others
- have no significant behavioral needs
- must be medically stable; have no uncontrolled medical diagnoses that would require a nurse or emergency services
- be able to ambulate with or without an assistive device or use wheelchair with assistance
- have reliable transportation to and from Neverland Dreamers
- have a social security number



Leigh Ann's Neverland Dreamers Internship:

Adults with Disabilities Thank you for your interest in Neverlands Dreamers! Our goal is to provide a positive, inclusive program where adults with employment barriers can obtain job skills and experience that will lead to long-term employment in the community.

Employment barriers may include developmental disability (IDD), physical disabilities, justice-involved, veterans, addiction recovery, etc. The paid internship program allows our interns to work alongside peers in a variety of employment roles under one roof.

Our interns will also work with trained coaches to learn the skills needed to be successful employees in different workplaces. These may include, but are not limited to, food service in a snack shack and kitchen, hospitality, custodial, commercial baking/catering, retail sales, and clerical work. In addition to this training, our interns will gain basic workplace soft skills such as positive attitude, communication, creative thinking, work ethics, teamwork, decision making, time management, motivation, flexibility, problem-solving, critical thinking, and conflict resolution. These essential skills are taught within a safe, welcoming, friendly, supportive, and structured environment.

Once the intern has completed the program and we feel that they are ready to transition to competitive employment, we will work with the intern, their family, and our local business partners to find an employment opportunity that they are interested in pursuing.

How do I become a Neverland Dreamers intern?

- 1) Complete the Application for Adults with Disabilities. You can download an application from our website (neverlanddreamers.org) or pick one up in person during our business hours. Return completed application to us via email or in person.
- 2) After submitting the application, you will be contacted to schedule a tour of the facility and a brief interview with the applicant.
- 3) Next, we will ask the applicant to come volunteer with the other interns and participate in some of the activities we do daily for a few hours.
- 4) Following this experience, we will decide if the applicant is a good fit for our program. If so, the applicant will be presented with a uniform in a special ceremony, and we will work with the new intern and their parent/guardian to develop a feasible work schedule.
- 5) We will have interns attempt all jobs at least once and then evaluate their strengths and their preferences to decide where they will primarily be working. All interns will help with opening and closing daily cleaning lists and any other tasks necessary to operate as a team.
- 6) Interns currently come to Neverland Dreamers between 9:00 a.m. and 12:00 p.m. on Monday, Tuesday and Thursday additional hours are occasionally required due to other events. Flexibility is required by the person providing transportation for the intern if they are unable to provide their own transportation.
- 7) We have multiple program tracks with the ability to cross-train in different skills as appropriate. Potential jobs and their descriptions are listed below.

8) Greeter/Host/hostess:

This can be a one-to-two-person job. Greeters will be seated near the clothing or snack shack and be responsible for greeting entering guests, thanking guests as they exit, answering guest questions, and directing guests on how/where to order or checkout. Greeters should have the following skills: friendly, outgoing, communicating well, team player, and demonstrate the ability to problem-solve how to assist shoppers.

Retail assistant: Cashier, stocking and the Snack Shack

The retail assistant is responsible for labeling retail items with appropriate barcodes, stocking shelves, and taking inventory of items. The retail assistant should be familiar with products offered, answer customer questions, have basic literacy to match product labels, have basic math skills to count items, and communicate well with others.

We will have arts and crafts and games for you all to do as well as other customers coming in.