



INTERNSHIP PROGRAM

DWELLE

COLLABORATIVE

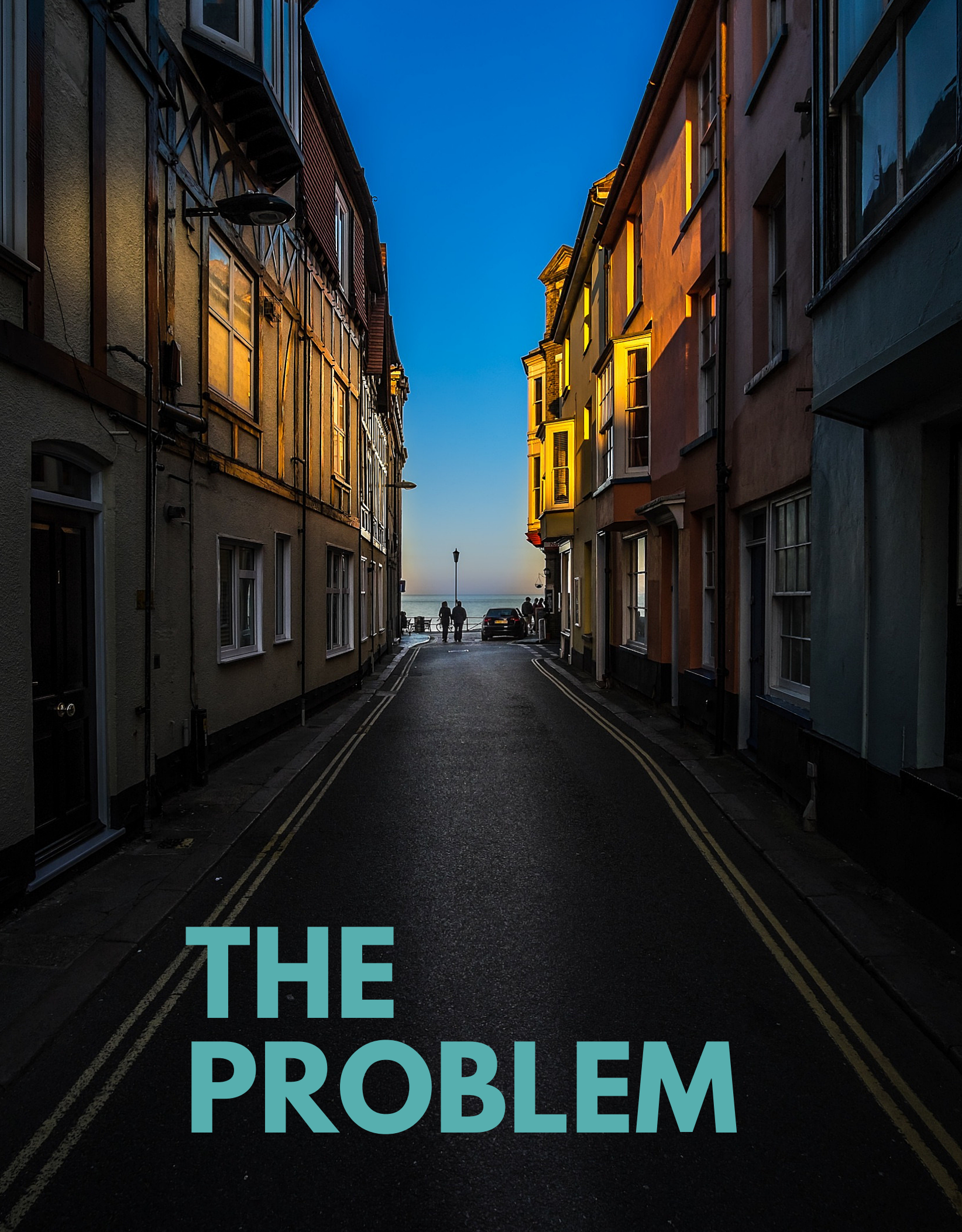
*a transitional-hybrid job program*

# WHO ARE WE?

Dwelle Collaborative is a non-profit 501(c)3 organization whose mission is to provide vulnerable populations such as survivors of human trafficking, teenagers, and young adults of limited socioeconomic means with mentorship, life skills, & occupational therapy services to help them transition into sustainable employment by providing and supporting client-driven work opportunities to help them integrate into the community and lead successful, productive lives to live and do well.

# OUR INTERNSHIP PROGRAM'S MISSION

To train, mentor, and connect survivors of human trafficking with hands-on work experiences in order to prepare them for gainful employment.



# THE PROBLEM

Survivors often experience many barriers and challenges to sustainable living. In fact, many survivors have no experience working in the competitive job market.

Job training skills are critical to a survivor's sense of self-sufficiency and ability to obtain sustained employment.<sup>12</sup> Without vocational training and support, survivors risk longer periods of unemployment and unpaid debts, predisposing them to further exploitation and likelihood of returning to the streets.<sup>1</sup>

# BARRIERS TO SUSTAINED EMPLOYMENT

INCREASED RISK OF  
FURTHER  
EXPLOITATION

MINIMAL  
WORK EXPERIENCE

DIFFICULTY  
MAINTAINING  
EMPLOYMENT

CHALLENGES  
OBTAINING  
EMPLOYMENT

SEX  
TRAFFICKING  
SURVIVOR

WORKPLACE  
BARRIERS  
& LACK OF SUPPORT

STIGMA  
AND  
LACK OF SENSITIVITY  
TRAINING



# WHY IS THIS IMPORTANT?

## Establishing a worker identity leads to...

- Increased motivation to work
- Feelings of belonging in society
- Improved self-efficacy & self-sufficiency
- Sustainable & productive living <sup>12, 28</sup>

**HOW**  
DWELLE

**helps...**

Prevocational  
Training

- Communication skills
- Time management
- Conflict resolution

Pre-intership  
Training Period

- Site specific requirements
- Practice on-the-job skills

Ongoing  
Occupational  
Therapy

- Promote work-life balance
- Individual and group sessions

# THE INTERNSHIP PROGRAM

As Needed  
Supports

- Identify and address working concerns
- Promote employee-employer collaboration

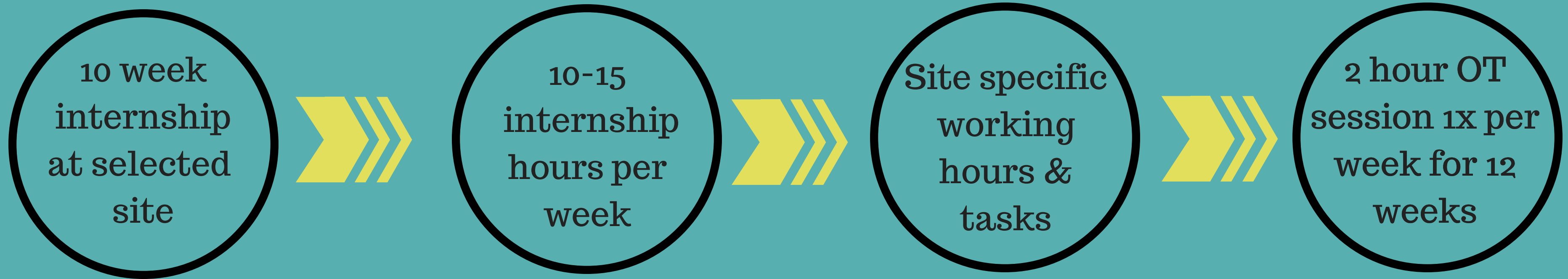
Assessments &  
Evaluations

- Regular evaluations by employee & employer
- Use of assessments to track progress

Workplace  
Trainings

- Trauma informed care
- Sensitivity training
- Enhance natural supports in workplace

# THE DETAILS



Emphasis placed on working skills

Professionalism

Interpersonal Skill  
Development

Teamwork

Punctuality &  
Time Management



# PRE-INTERNSHIP TRAINING

Trainings will occur for 1-2 weeks (or 2-4 sessions) prior to beginning internships

Site  
mission &  
orientation



General work  
expectations  
& etiquette



Site  
specific  
requests

# EMPLOYER TRAINING



In order to promote success of the intern and the work simulation program, trainings will be offered at each site



Employers will receive orientation to the program and expectations



All staff may receive trauma-informed care and sensitivity training<sup>25</sup>

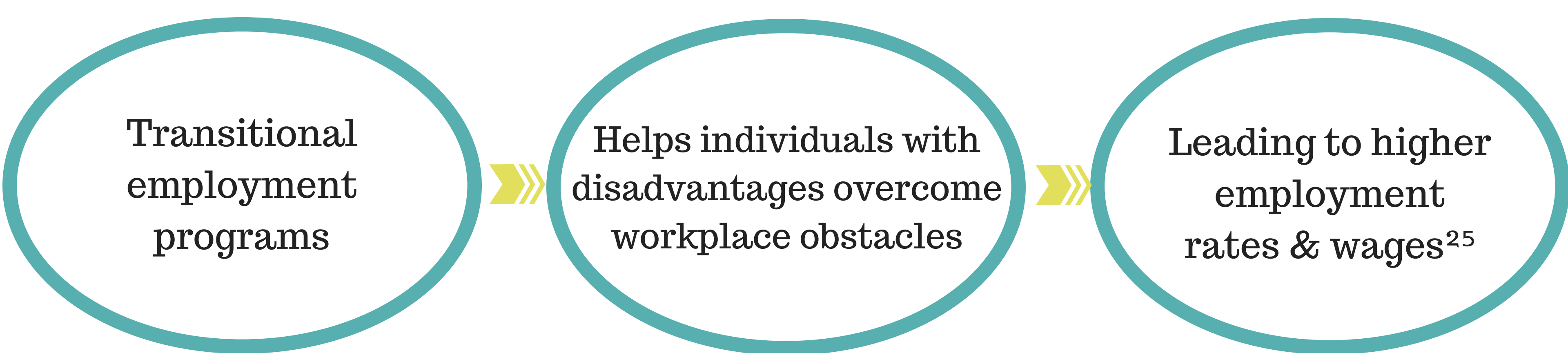
# DWELLE COLLABORATIVE OT SESSIONS

Participants will attend 2 hr  
OT sessions once per week  
for the duration of their  
internship.



# ADVANTAGES

OF THE DWELLE COLLABORATIVE INTERNSHIP PROGRAM



AOTA supports transitional employment in order to help clients<sup>14</sup> ...



Establish normal routines and habits



Acquire work related skills



Engage in meaningful work

**"...HAVING SOMETHING TO DO  
AFTER TWO WINGS REALLY  
HELPED... IT WASN'T' LIKE YOU  
JUST GRADUATED THAT'S IT AND  
YOU'RE OFF INTO THE WORLD.  
YOU GET THE HELP  
TRANSITIONING INTO THAT NEW  
ROLE."**

*-Testimonial from former Two Wings and Dwelle Collaborative  
client*

# BENEFITS OF BEING A PARTNER AGENCY<sup>23</sup>

- Reduce costs of screening, hiring, and training qualified workers
- Hire individuals who are ready to work and motivated to succeed
- Save money by claiming the Work Opportunity and Tax Credit
- Gain a competitive advantage by leveraging socially responsible practices
- Hire individuals with built-in supports that facilitate workplace success
- Increase productivity and customer satisfaction
- “Trial” a prospective employee for reduced costs
- Improve local economic health and help bolster the business community

*"By leveraging their commitment to support disadvantaged jobseekers through their hiring practices, businesses can enhance their competitive advantage—and grow their bottom line —while making a real social impact. This impact includes positive economic ripple effects across communities, further fostering a thriving business environment."*

National Initiatives on Poverty and Economic Opportunity



# THANK YOU FOR YOUR INTEREST!

HOW WOULD YOU  
LIKE TO PARTNER?

Contact: [esther.suh@dwellecollab.com](mailto:esther.suh@dwellecollab.com)

DWELLE  
collaborative



1-5  
DAYS

SITE VISIT OR  
PROJECT

- Introductory site visit
- Career / industry exploration Shadow Day
- Provide answers to questions
- Assist with company task or short-term project (if applicable)



10-12  
WKS

INTERNSHIP

- Short-term Internship
- Transitional Hybrid Job Program
- Collaborate on mutually beneficial experience
- Supported Employment Model
- Potential hire for open positions



F/T  
P/T

HIRE FOR JOB

- Job Interview for open positions
- Consult Occupational Therapist as needed
- Hire for full or part-time position