

## **Rainbow Treatment Center**

### **Working to Wellness**

#### **Requirements For Participation:**

- Completion of at least  $\frac{3}{4}$  of Intensive Outpatient Therapy
- Weekly negative results on drug and Alcohol Screening (Mondays)
- Active AHCCS status
- Current Assessment
- Ongoing Sobriety
- Ongoing Sobriety Support groups
- Weekly brief evaluation by work site supervisors
- Weekly accurate time sheets for payroll
- Status: Part-time Rainbow Treatment Center “employee in training”
- Follow Tribal Policy Manual

#### **Purpose:**

- To develop positive job skills and/or education skills
- To foster positive work ethic and practice
- To provide on the job training
- To assist in positive self esteem development
- To assist in development of sense of “hope” and accomplishment
- To assist in self sufficiency
- To assist in development of responsibility and accountability
- To prepare clients for permanent full time work

#### **Program:**

- 2 Choices:
  - Education
    - NPC
    - Skill Center for GED
  - Work (no cost to employer)
    - Site of client’s choice based on interest and skills

- Wage:
  - \$9.00 per hour
    - - No benefits (no sick, time, leave time, etc.)
  - 20 hours of work experience/education (classes, study time) per week
  - 4 Hours of training (Tuesday's and Friday's):
    - 2 Hours process group to support sobriety
    - 2 Hours of classroom skill development

### **Expectations:**

- Participation in all required groups and sobriety circles
- Sobriety
- On time, every time, for groups and work experience
- Positive work ethics which demonstrate:
  - Positive attitudes
  - Appropriate respect for "chain of command"
  - Positive customer relations
- Ongoing good job with work and groups
- Positive relationship with fellow employees and peers

### **Classroom Skill Development Topics:**

- Effective team work and skills
- Budgeting
- Dealing with gossip
- Dealing with "political" influences and work politics
- Work ethics
- Confidentiality and respect
- Managing stress (personal and work related)
- Positive communication skills
- Public relations and customer service
- Accountability
- Time management
- Resume writing

- Interviewing for work
- Personal presentation and dressing for success

**Job Description - See attached**