

# AIS Radiance

EMPOWERING DIVERSE MINDS TO SHINE.

At AIS, we advocate for developing a strong, diverse workforce. We promote a culture in which our team members are accepted and their talents are nurtured. Each individual is just that, an individual with unique experiences, ideas, contributions, and approaches.

Acceptance and appreciation for those who think and process information differently provides unique perspectives. AIS mentors work with members of the Radiance program to reach their goals, and together make beautiful and functional products.



## ABOUT THE PROGRAM

Together, our teams create the magic that is AIS.

AIS employs people who, together with their job coaches, are contributing team members. While some jobs have been modified to accommodate unique abilities, these are real jobs.

Traditional AIS staff embrace Radiance participants and integrate them into their teams exposing them to a variety of work experiences. This on-the-job training also provides opportunities for social interactions.



Revised 2/23/2024

## PROGRAM SNAPSHOT

### 84 INDIVIDUALS – AND COUNTING

- Ages 17 - 48
- Female / male ratio: 50 / 50
- Average number of weekly work shifts: 140
- Average number of hours worked weekly: 374

### 36 JOB COACHES

- Supplied by the various agencies, the ratio of coaches to team members varies from 1:1 to 1:6 depending on individual challenges, experience, and job task
- Coaches learn the task alongside the members providing assistance as needed

### TYPES OF JOB DUTIES IN 7 DEPARTMENTS

- Making storage drawers
- Recycling waste / shredding
- Quality control and accountability of raw materials and inline production
- Hanging parts for paint line
- Sorting raw materials
- Sanitizing touch spots
- Deep cleaning in the production area
- Interior and exterior tasks

### GOALS AND OUTCOMES

Staffers work with Radiance members and coaches to:

- Develop and support job skills
- Increase their ability to focus and stay on task
- Build independence and self-confidence
- Improve social skills, enhance their ability to collaborate, and foster cooperation
- Understand and comply with safety protocols
- Design training to facilitate learning new tasks
- Daily discussion with job coaches to help strengthen individual educational plans (IEPs)
- Participate in mock interviews

### 15 PARTNERSHIPS – AND GROWING (# from each)

- ACE Program, Lunenburg High (2)
- ASPIRE Devens, Seven Hills Foundation (18)
- ASPIRE Hopedale, Seven Hills Foundation (12)
- Assabet Valley Collaborative (2)
- BORO Program, Westborough (6)
- Groton-Dunstable High (5)
- Life Skills Program, Fitchburg (2)
- Life Skills Program, Leominster (11)
- Massachusetts Commission for the Blind (1)
- Narragansett Regional High School (1)
- Oakmont Regional High School
- Robert F. Kennedy Community Alliance (6)
- Seven Hills Foundation, Self-Directed (1)
- Valley Transitional High (12)

**Individuals transitioned from interns to employment at AIS: 6**