

Employer Partnerships

We're currently looking for employers to partner with us for our Transitional Employment program. If you're interested in employing our members or would like more information, please contact Rikki Brown at rbrown@crossroadsok.org.

What is Transitional Employment (TE)?

A TE is a temporary job placement in an entry-level position that allows members to gain work experience. TEs are arranged through partnerships between Crossroads and local employers.

How it works:

The clubhouse selects a member to work the job for a period of 6-9 months. During that period, clubhouse staff are available to help train the member, solve workplace issues, and fill in for the member if they can't make it to work. This allows the member to feel supported and ensures the employer that the job will get done.

At the end of the placement period, the member concludes work and clubhouse staff help them find regular employment. A new member is then selected to complete the TE placement.

Benefits to the Employee:

- Members learn skills, gain confidence, and build their resumes
- Members can feel secure and supported while they get acclimated to the work environment
- Temporary placements allow members to explore different kinds of jobs

Benefits to the Employer:

- Easy transition from one employee to the next
- Job training and absence coverage are provided by clubhouse staff, at no cost to the employer
- Employers will give back to the community by providing meaningful employment and work experience to those with disabilities

What Types of Jobs Make a Good TE Position?

Ideal positions would be those that can be learned in a short period of time and involve consistent, predictable job duties. They are typically 15-20 hours per week and should be scheduled during weekday business hours (M-F, 9-5) so that Crossroads staff are available to provide assistance when needed. Examples of good TE positions:

- Food server
- Desk clerk
- Cleaning/janitorial
- Dishwasher
- Usher/ticket taker

- Retail/grocery store worker
- Assembly line worker
- Library shelver
- Parking lot attendant
- Grounds keeping