

### **What is the criteria for success on the CBIP at Rockwell Automation?**

- Can work independently for 20 minutes without direct supervision
- A strong desire to obtain a paid job in the community
- Excellent grooming and hygiene skills
- Excellent attendance

### **Once a student successfully completes the CBIP, what is the next step?**

- A student is able move to a more independent training site once they have achieved all 3's and 4's on their assessments and have mastered their IEP goals.
- Moving to a more independent training site can occur when a student is ready and is not based on the academic year.
- Typically students move to CEVEC's Community Mentorship Program, Hillcrest Health Care Team or CEVEC's Job Development team or a job in the community.

### **How do students know how they are doing on the job?**

- Students meet weekly on Thursdays with either the Job Training Coordinator or the Job Trainer to review their progress on the Power Standards, a rubric based on soft skills such as Communication, Initiative, Accepting Constructive Feedback, etc.
- Strategies are discussed at the weekly meetings to improve performance on the job.
- Rockwell mentors provide feedback for the student's on the job performance to the Job Training Coordinator and Job Trainer weekly and complete a written performance review once each quarter.

### **How long do students remain in their jobs?**

- Students typically spend 18 weeks in their job rotations learning how to manage all the behaviors that may occur once the "honeymoon is over"
- Students are able to move sooner if there is a need

### **Are there rotations where students can work with computers?**

- Based on a student's skill sets, there are several opportunities for students to work on or with computers.
  - Recycling computer and electronic components
  - Data entry in the Shipping Department
  - Data entry on special projects such as Junior Achievement Awards
  - Working 1:1 with a Rockwell employee on special projects

### **How are students assigned their internship positions?**

- Students are asked what their job preferences are after they have toured the potential jobs available at Rockwell Automation
- The Job Training Coordinator strives to match all students with their job preferences during the school year

### **Are there any additional opportunities for learning at Rockwell Automation?**

- Rockwell employees from time to time will meet with the students to enhance the on the job learning.
  - Rockwell engineers will present basic robotics information to students using Legos
  - Students meet with Human Resources to learn more about how a HR department functions
  - Students complete a practice interview with a Rockwell employee
  - Students practice their social skills while attending a Cleveland Indian's baseball game in May guests of Rockwell Automation