



Pathways to Employment  
Coffee Service

Client Expectations

Pathways to Employment is dedicated to promoting employment and volunteer opportunities specifically tailored for adults with developmental disabilities. Our organization is committed to providing comprehensive support to individuals with diverse needs. However, we acknowledge that some participants in our job readiness program may currently lack the essential skills necessary for coffee service training.

To ensure the success and safety of our clients, we have established certain prerequisite skills that all individuals with intellectual and developmental disabilities (I/DD) must possess before volunteering in our coffee service program. These prerequisite skills include:

1. **Good hygiene:** Participants should demonstrate an understanding of personal hygiene practices, such as proper handwashing techniques and maintaining cleanliness.
2. **Safety awareness:** Clients must exhibit awareness of basic safety protocols, including recognizing and responding appropriately to potential hazards in the coffee service environment.

It is important to note that engaging in certain behaviors may restrict individuals from participating in our coffee service program. These behaviors encompass, but are not limited to:

1. **Limited comprehension of the concept of hot/cold:** Participants should grasp the distinction between hot and cold objects, ensuring their own safety and the safety of others in the coffee service setting.
2. **Aggression:** Demonstrating aggressive behaviors, such as physical or verbal aggression towards oneself or others, is incompatible with the collaborative and inclusive environment we strive to create.
3. **Aversion to washing hands:** Individuals who display an extreme aversion to or resistance towards hand washing may be unable to maintain the required hygiene standards necessary for working in our coffee service program.
4. **Nose picking:** Persistent nose picking is considered inappropriate in a professional setting and may pose health risks to both the individual and others.
5. **Spitting:** Spitting is not permissible as it violates hygiene standards and compromises the well-being of others.
6. **Eloping:** Participants must exhibit the ability to remain within designated areas and not engage in wandering or leaving without appropriate supervision.
7. **Property destruction:** Engaging in destructive behavior that results in damage to property is incompatible with the values of our organization.
8. **Self-injurious behaviors:** Individuals who display self-injurious behaviors may require specialized support beyond the scope of our coffee service program to ensure their well-being.

By adhering to these prerequisite skills and behavior guidelines, we can maintain a safe, inclusive, and productive environment that fosters the growth and empowerment of adults with developmental disabilities.