



DRIP PROGRAM

DETAILS OF RETAIL INTRODUCTORY PROGRAM

KELOWNA & DISTRICT SHARE SOCIETY

ABOUT US:

S.H.A.R.E. Society is a non-profit charity promoting Self-Help through Arts, Recreation and Education and is 100% dedicated to giving back to the community. Our thrift store supports a variety of in-house programs, all offered free of charge to eligible candidates.



DETAILS:

Predicated on the fact that there are so many employment opportunities in the retail industry, S.H.A.R.E. Society has designed a skills training program for those who would benefit from a more structured approach to learning about retail. The program has been offered in-house since 2017 and represents an innovative and collaborative approach to providing employment preparation and individualized support to those experiencing challenges.

While DRIP was originally developed for youth with diverse abilities, it has now evolved to address the individual needs of anyone experiencing difficulty securing employment. S.H.A.R.E. Society works in collaboration with employment specialists, behavior interventionists, educators and others to provide participants with the support they need to secure and maintain successful employment. The success rate of the program is in the range of 80%.





PROGRAM GOALS:

Participants completing the program will have had an opportunity to make social connections and to develop a sense of belonging. In addition, they will have gained the following:

- Experience in a busy workplace environment which includes warehousing, inventory control, merchandising, customer service
- Practical retail experience that could be used to build a resume and gain references
- An understanding of both coworker and supervisor workplace expectations
- Through regular self-assessments, develop an awareness of their strengths, as well as areas in need of improvement
- Increased confidence in their ability to secure and maintain long-term employment
- Improved potential for financial security and a reduction in risk of poverty

Referring agents, such as employment specialists, will be able to observe their clients in a real work setting through various activities, leading to a better understanding of their clients' strengths, limitations and interests prior to commencing their job search.

DRIP+

Those who have not secured employment by the end of the initial 18-week program will be invited to continue for an additional 14 weeks (DRIP+) of mentored unpaid work experience. Because the DRIP and DRIP+ programs are both offered in the thrift store, participants continue to be provided with opportunities to develop confidence, while making strong community connections and gaining a true sense of belonging. Upon completion of DRIP+ participants are provided with a reference or even hired at SHARE over the summer.



PRE-DRIP

Students with diverse abilities who are currently attending high school but who intend to register for DRIP in September of the following year can enroll in the Pre-DRIP program, offered March to June. The goal of this module is to gradually introduce the students to the concept of employment. Students currently in DRIP+ are encouraged to mentor members in the Pre-DRIP group, as they are attending concurrently.

