

## Benefits to you, the employer

- Guaranteed shift coverage
- No benefits package required
- Qualified and motivated employees
- Quick response and resolution to any issues that may arise
- Clubhouse staff can help train new employee
- Job coaching and follow along supports to ensure job retention
- Positive contribution to the community

## References:

ICCD, Clubhouse Employment Manual,  
New York, New NY

Beard J. H., Propst, R., & Malamud, T. (1982)  
The Fountain House model of psychiatric  
Rehabilitation. Psychiatric rehabilitation  
Journal, 5, 47-53. Boston, MA.



## Lakeshore Clubhouse

490 Century Lane  
Holland, MI 49423  
616-494-0841



Conrad N. Hilton  
FOUNDATION

2014 Humanitarian Prize Co-Recipient



## Transitional Employment Program



*Building relationships and  
assisting businesses with  
employment needs*

## What Is Transitional Employment (TE)

Transitional employment is a time-limited job opportunity, usually 6-9 months in duration. In TE the employer supplies an open part-time position. In turn, the clubhouse provides qualified, highly motivated candidates. TE positions belong to the clubhouse, not to the individual employee, so coverage is guaranteed. As such, if an absence is required our staff will cover the shift and no hourly wages will be paid out. Since the employees are part-time, there are no costs for sick leave, vacation time, holidays, or overtime. In addition certain tax incentives may apply. All of which equals big savings to participating employers. It also enables local businesses to make a positive contribution to the community.



## What is a Clubhouse

A clubhouse is a community of members (adults recovering from mental illness) dedicated to succeeding. Members participate in all tasks required to maintain the clubhouse. Members receive wellness, social, vocational, and employment support. Clubhouses are based on the belief everyone has the ability to be productive and make positive contributions. Participating in work related activities is both restorative and provides a firm foundation for growth and achievement.

### How does Transitional Employment help people with disabilities?

The goal of a TE is to help members gain work experience, build confidence, establish current references, and to thereby put them in a stronger position to fully rejoin society through paid work.



## Commonly asked questions:

### Why do your applicants need job assistance?

Many of them have been unemployed for extended periods of time and just need help getting reacquainted with the work force.

### Are the people you service capable of holding a job?

Yes, we only refer candidates that are able to do required work.

### Do they require any special treatment?

You should treat them like any of your other employees. You will be informed of any special considerations prior to hiring, although none are usually needed.

### What if a person becomes ill on the job or acts inappropriately?

Again you would treat them like any other employee. In addition, we encourage you to call our staff representative for additional assistance.