

About Bridgewell

Bridgewell's continuum of care includes residential services, day habilitation, behavioral health services, employment training, transitional homeless services, affordable housing, and substance abuse and addiction services. Bridgewell has over 1,300 employees and services more than 6,250 individuals in Massachusetts.

Our Mission

Inspired by the values of caring and respect, together we guide individuals with disabilities and other challenges to achieve and enjoy their highest quality of life and personal growth.

Our Vision

To be the provider of choice for services to individuals with disabilities and other special needs, and to be trusted and recognized by all stakeholders for our leadership, innovation, professional expertise, quality of service, accountability and integrity.

Our Values

In our relationships and all that we do, we will demonstrate these fundamental values:

<i>Caring</i>	<i>Integrity</i>	<i>Safety</i>
<i>Dignity</i>	<i>Respect</i>	<i>Wellness</i>

About Bridgewell's Internship Program

This program places high school and college students from diverse backgrounds in **PAID internships** supporting individuals with Intellectual and Developmental Disabilities. Interns are involved in a number of different activities such as providing direct care in residential and day programs, assisting in employment programs, supporting individuals to participate in their communities, and a host of other activities that support people to live more productive lives.



The Urban Youth Collaborative Program

2016 Program Participants



BRIDGEWELL's Urban Youth Collaborative Internship Program

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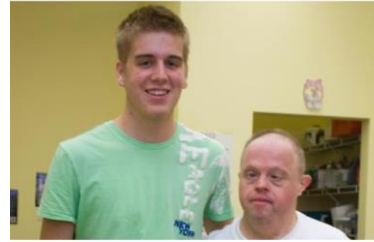
[https://www.facebook.com/
BridgewellOrg](https://www.facebook.com/BridgewellOrg)



BRIDGEWELL's
Urban Youth Collaborative
Internship Program

Connecting People with Possibilities





Residential Settings

Interns will have the ability to observe how individuals supported work towards self-sufficiency in a home setting, and ultimately, participate in their daily routines and activities to gain valuable experience in activities of daily living.

Day Programs

Our day programs support young adults with autism as well as adults working to increase their skills and abilities. An internship within this program will afford interns the ability to learn how to support people toward independence, the impact of therapy on improving abilities, and the ability to forge relationships and show the impact of caring!



Collaboration, Teamwork and Events

Team Meetings, Peer Leader Meetings, Intern Retreat, State House Event and Closing Ceremonies are just few of the events that bring our interns together.



Orientation

Orientation to Bridgewell will be provided focusing on agency work expectations, resources if concerns or problems arise, relationships with supervisors and co-workers, boundary considerations with individuals, understanding the capacity of people with disabilities and the intern’s role in helping them to learn and thrive in their environment. You will also learn to appreciate the diversity of the people supported. Detailed components of the UYCP and related expectations will be reviewed as well as careers in the Human Services field, with a focus on future employment options at Bridgewell.

Additional, on-site orientation will be provided by assigned supervisors and include information specific to the intern role.

Observation

In residential and respite settings, an intern’s initial focus will be on observation of individuals and building relationships, and then progress into sharing in activities, participating in community outings, and learning about the individual needs of each person supported. Following a period of observation and review of ISP, behavior support plans and other specialized support plans with the manager and program staff, the intern will gradually begin to participate in general care routines and program management activities including cooking, exercise routines, family interactions, and use of technology in the home for skill building.

Training

Topics covered in Intern Orientation are: Introduction to Bridgewell, the FISH philosophy and recognition, Professionalism, Introduction to Disabilities, Personnel Policy Review, HIPAA and Sexual Harassment regulations, OSHA and Universal Precautions, Workplace Violence Prevention, and Diversity. In addition, all interns are trained in First Aide, CPR and CPI as well as Driver Safety.



Interns have access to the more than 400 modules available through e-Academy for additional online learning opportunities specific to this field. If desired, interns can become PAC or MAP certified and have the ability to attend any additional trainings offered by Bridgewell.

On-site training at the program for those in residential and day program placements will include individual site-specific training covering a multitude of topics, including: organization structure, emergency notification procedures, technology instruction, Policy and Procedures, review of individual support plans, profiles and needs, safety information, and vehicle/transport information as applicable.

Individual training will be provided in working with individuals and their specific needs – related to behavior management, positive redirection, meaningful activities and supports, fund management and emotional and physical support as they work through their day. Interns will also



have the option to become members of the Caring Force and learn more about industry issues and advocacy efforts.