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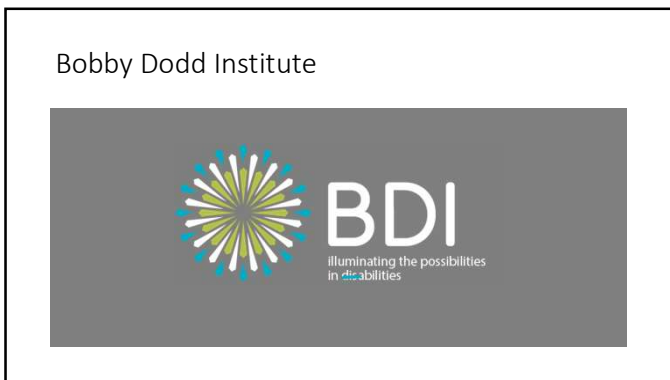
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**SOAR**  
Sodexo Organization for  
disAbilities Resources

A Sodexo Employee  
Business Resource Group

**SOAR's Four Areas of Focus**

  
 Membership Benefits

  
 Visibility

  
 Client- and Consumer-centric Partners

  
 Community Partnerships




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**WORKFORCE  
INITIATIVE**





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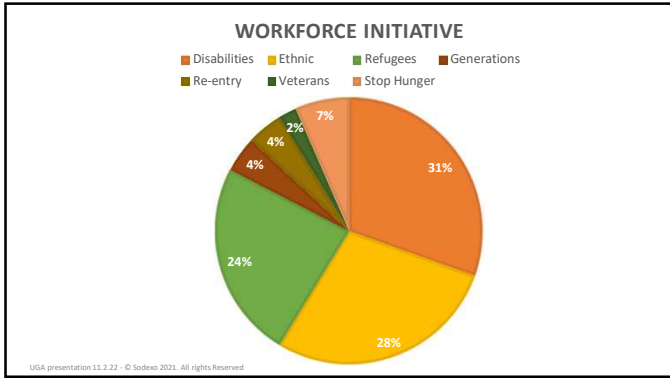
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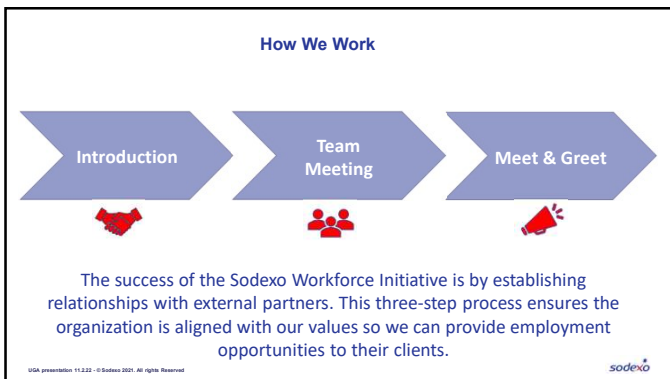
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**Competencies**

**Core Competencies**

- Communication
- Teamwork/Cooperation
- Drive/Positive Attitude
- Customer Service/Interpersonal Relationships
- Flexibility/Stress Tolerance
- Diversity Awareness/Sensitivity
- Integrity/Trust
- Dependability
- Learning

**Technical Competencies**

<p><b>Food Services</b></p> <ul style="list-style-type: none"> <li>• Presentation</li> <li>• Safety</li> <li>• Initiative</li> <li>• Company Policies Knowledge</li> </ul>	<p><b>Support</b></p> <ul style="list-style-type: none"> <li>• Time Management</li> <li>• Computer Skills</li> <li>• Multitasking</li> <li>• Initiative</li> <li>• Writing</li> <li>• Detail Orientation</li> </ul>	<p><b>Facilities Management</b></p> <ul style="list-style-type: none"> <li>• Presentation</li> <li>• Safety</li> </ul>
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**Applying for Sodexo Jobs**



**MONSTER** **LinkedIn**

**indeed** **ZipRecruiter**

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**Application Process**

Join Our Team

 Search Temporary Positions for Sodexo Hourly Employees >	 Search Temporary Positions for Sodexo Salaried Employees >	 Search Hourly Jobs >	 Search Salaried Jobs >
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**Application Process:** [www.sodexo.com](http://www.sodexo.com) **Careers**

Welcome to Sodexo's Career Center!

**\*\*COVID-19 ALERT\*\*** The pandemic may have changed the world overnight, but Sodexo teams have never stopped caring for people and communities despite the circumstances. The health, safety and wellness of our employees, customers and candidates are paramount in everything we do. Visit our [COVID-19 Resources page](#) for the latest updates on Sodexo employment and hiring.

[Create a new profile](#) [Search Salaried Jobs](#)


**Search Hourly Jobs Now!**

Keywords/Job ID

Start your job search here  [Search](#)

All Keywords  Any Keywords

Category	Position Type	Location
(All)	(All)	(All)

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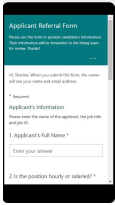
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**New Applicant Referral Form**

- This Microsoft Teams form is available on browser and mobile!
- Please complete all required fields to ensure referral has gone through.



**Applicant Referral Form**

Please use this form to provide candidate's information. Their information will be forwarded to the hiring team for review. Thank you!

Hi, Sodexo. When you submit this form, the center will see your name and email address.


**\*Required**

**Applicant's Information**

Please enter the name of the applicant, the job title and company ID.

1. Applicant's Full Name \*

2. Is this position hourly or salaried? \*

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**Uplifting Employee Voices**

**People with Disabilities**

**AMERICA'S RECOVERED: POWERED BY DIVERSITY**

*"Taking an ally for People with Disabilities has always been important to me. But it really hit home when my sister-in-law gave birth to her son with disabilities. I saw the daily challenges she faced as a mother and subsequently the challenges she faced at work. I was determined to do everything I could to help her. Most of all, I've learned that people who are differently abled are just that...abled. As a ally, I strive to encourage others to see that and embrace the beauty of diversity in all its forms."*

**AMERICA'S RECOVERED: POWERED BY DIVERSITY**

*"One of my first hires for the brand new team, was a Person with a Disability, she proved to be a superior, providing technical support for the rest of the newbies on the team. I was excited when she was promoted to a management position in another Sodexo department."*

**AMERICA'S RECOVERED: POWERED BY DIVERSITY**

*"We hired two students from our partnership with our local school district's School to Work program soon after graduation here in 2018. Both employees are still with us and thriving. They are a pleasure to have here every day and they still show the same enthusiasm on day one. They are both exemplifying Sodexo employees."*

**AMERICA'S RECOVERED: POWERED BY DIVERSITY**

*"At Sodexo, we believe in empowering employees by hiring, retaining and offering career development for all people including those with disabilities. We have a commitment to provide access to information and services to all, whatever their ability or means of access, so that we have a thriving workforce and a larger market reach."*

**AMERICA'S RECOVERED: POWERED BY DIVERSITY**

*"Hiring job seekers with different capabilities is a fantastic means of diversifying a workforce. I have found that these team members bring great enthusiasm, work ethic and attention to detail to the workplace. And, in many cases their presence enhances the team and as employees rally around each other in support of a common goal."*

**AMERICA'S RECOVERED: POWERED BY DIVERSITY**

*"I started working with local partners to recruit people with disabilities (PWD) about 11 years ago and currently work with three amazing partners to attract and hire PWD, including the 10 staff members currently on my team. It's just amazing in my journey to be able to help any individual find their hidden talent and be able to showcase it through their work on our dining team."*

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**Points of Pride – Recognition**

**DEI BEST PLACE TO WORK FOR DISABILITY INCLUSION 2022**  
100% DISABILITY EQUALITY INDEX

**NOD 2021 LEADING DISABILITY EMPLOYER**

**RUDERMAN BEST IN BUSINESS**

**MCB Massachusetts Commission for the Blind**

**BEST OF THE BEST 2019 DIVERSEABILITY**

**sodexo**

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**Our Partners**

**BRIDGES From School to Work**  
ESTABLISHED BY THE HARRIOTT FAMILY

**MCB Massachusetts Commission for the Blind**

**BDI**

**BEST BUDDIES**

**NET NATIONAL EMPLOYMENT TEAM**

**HMEA Reach for Independence**

**Gloria.Puentes@sodexo.com**

**Sherina.Barnes@sodexo.com**

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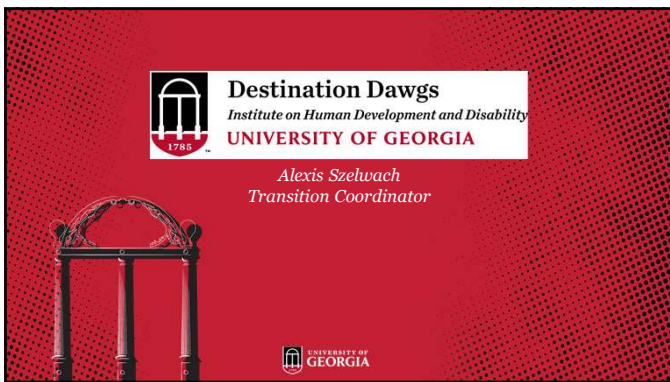
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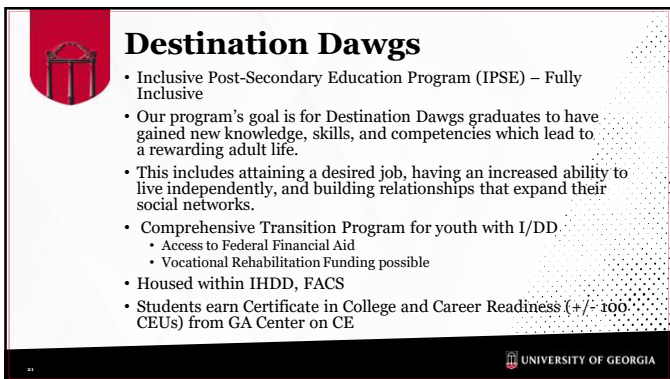
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## Person Centered Planning (PCP)

- STAR
  - Students Transitioning to Adult Roles
- Discovery Process
- MAPS
  - Person centered process to map out plan
- What is the purpose of PCP's?
- Why is it important for employment?
- Who attends these meetings?

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## Inclusive Career Model

- Career Exploration
  - Career Center
  - Modules
  - Career Shadow
  - Job Skills/Work Based Learning
  - What does support look like?
- Internship
  - 12-15 Hours
  - Customized, and Inclusive
  - What does support look like?



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## Customized Employment

- What is Customized Employment?
  - Universal Strategy
  - Customized employment is a process for achieving competitive integrated employment or self employment through a relationship between employee and employer that is personalized to meet the needs of both.
- How does Destination Dawgs implement this?
  - Creation of Internships
  - Person Centered Planning
  - Job Shadowing/Carving
  - Internship Supervisors

Source  
<https://www.dol.gov/agencies/odep/program-areas/customized-employment>

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# Competitive Integrative Employment

- What is Competitive Integrative Employment?
  - Compensated at or above minimum wage and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience;
  - Receiving the same level of benefits provided to other employees without disabilities in similar positions;
  - At a location where the employee interacts with other individuals without disabilities; and
  - Presented opportunities for advancement similar to other employees without disabilities in similar positions.

Source  
<https://www.dol.gov/agencies/odep/program-areas/customized-employment>

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Destination Design  
Division of Career Development and Disability  
 UNIVERSITY OF GEORGIA  
**Howard Wyatt Martin**  
 Destination Design Graduate

<p><b>About Me</b></p> <p>Wyatt is from Houston, GA. His Area of Interest is Wildlife and Fisheries. Wyatt loves fishing and has a passion for teaching others to learn how to fish independently on chartered headboats. He wants to pursue a career in the Department of Natural Resources.</p>	<p><b>Course Work</b></p> <ul style="list-style-type: none"> <li>Introduction to Personal Finance</li> <li>Introduction to Fish and Wildlife Management</li> <li>Fish and Wildlife Management</li> <li>Natural Resources Conservation</li> <li>The Science of Fishing</li> <li>Park Management</li> <li>The Art of Fly Fishing</li> </ul>	<p><b>Involvement</b></p> <ul style="list-style-type: none"> <li>✓ SRivers Club</li> <li>✓ Department of Natural Resources (DNR)</li> <li>✓ UGA Student Union</li> </ul>	<p><b>Career Exploration</b></p> <p>Wyatt has a passion for health and fitness in addition to fishing and worked with the UGA Stanley Student Center. He learned how to perform repair equipment, and manage all aspects of the facility. Wyatt also helped with outdoor recreation and grounds maintenance.</p>
<p><b>Internship</b></p> <p>Wyatt has a volunteer position for Camp Twin Lakes at Fort Yargo State Park. He has worked primarily with the maintenance and facility crew to help manage grounds and prepare for camps. In addition to this he is volunteering at a Trout Hatchery with the Department of Natural Resources in Buford.</p>			<p><b>Future Plans</b></p> <p>Wyatt plans to visit Houston, GA, and work for Fort Yargo State Park. He will continue working with the Department of Natural Resources to gain skills and apply to work full time at the Trout Hatchery and in grounds management.</p>

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Destination Design  
Division of Career Development and Disability  
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**Dalton Burke Lyle**  
 Destination Design Graduate

<p><b>About Me</b></p> <p>Burke lives in Athens, GA, and earned a Sports Media Certificate at UGA. He has experience in radio and TV. He has hosted a radio sports show and has worked with various agencies. He did play by play for broadcasting in different Athens area high schools and sports in and around town: football, basketball and baseball. Burke attached an article published in The Patriot-Black that he wrote.</p>	<p><b>Course Work</b></p> <ul style="list-style-type: none"> <li>Sports Media and Society</li> <li>Intro to Sports Reporting and Writing</li> <li>Multiplatform and Storytelling</li> <li>Sports Broadcasting and Production</li> <li>Baseball by the Numbers</li> </ul>	<p><b>Involvement</b></p> <ul style="list-style-type: none"> <li>✓ UGA WUOG (Radio)</li> <li>✓ Grady News Source</li> </ul>	<p><b>Career Exploration</b></p> <p>Burke has worked with UGA Professor Dr. Michaelis and assisted with distribution for Sports Broadcasting and Production class. He traveled with their teams to broadcast high school sports in Morgan County. Burke has also been viewed professional athlete and professional within the sports industry.</p>
<p><b>Internship</b></p> <p>Burke worked with the UGA Sports Communication Office and kept statistics for various sports such as basketball, baseball, tennis, softball, and gymnastics. He also served with Oconee County High School announcing and keeping statistics.</p>			<p><b>Future Plans</b></p> <p>Burke will work in the Sunbelt Baseball league in the summer of 2022. He was hired to work with UGA Athletic Hospitality for the fall and hopes to work in sports broadcasting and continue to learn new skills.</p>

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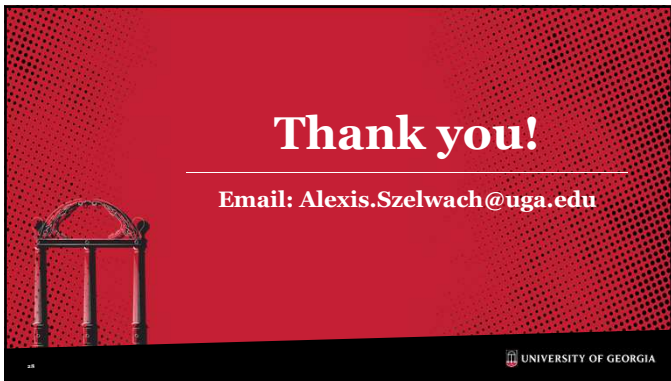
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