



Pathway Support and Rehabilitation Services

Community-Based Rehabilitation & Support Services

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“Pathway today. Possibilities tomorrow.”

THE PATHWAY INSTITUTE

VOLUME III

PROGRAM CATALOG & Service Manual

Pathway Today. Possibilities Tomorrow.

Version 1.0

Welcome to the Pathway Institute Program Catalog

Welcome to the **Pathway Institute Program Catalog & Service Manual**, the official guide to the educational, rehabilitation, workforce development, and supportive service programs offered by **Pathway Support & Rehabilitation Services**.

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The Pathway Institute was established to provide innovative, evidence-informed, and person-centered programs that empower individuals to overcome barriers, build independence, and achieve meaningful personal, educational, and vocational success.

Our programs are designed to meet individuals where they are while providing structured pathways toward self-sufficiency, community integration, competitive employment, lifelong learning, and improved quality of life.

Whether you are:

- A participant seeking services
- A referral partner
- A Vocational Rehabilitation Counselor
- A healthcare provider
- A school district
- A community organization
- An employer
- A family member

this catalog serves as your guide to understanding the comprehensive services available through The Pathway Institute.

Every program described within this manual has been developed to support our organizational mission of transforming lives through education, rehabilitation, workforce development, and community partnership.

We appreciate the opportunity to serve our communities and look forward to helping individuals discover new possibilities for their future.

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Executive Director

Pathway Support & Rehabilitation Services The Pathway Institute

Dear Partners, Participants, Families, and Community Stakeholders,

Welcome to the **Pathway Institute Program Catalog & Service Manual**.

It is my pleasure to introduce this comprehensive guide to the programs, services, and educational opportunities offered by Pathway Support & Rehabilitation Services, LLC. This catalog represents more than a collection of services—it reflects our unwavering commitment to empowering individuals, strengthening families, supporting communities, and creating meaningful opportunities for personal and professional growth.

Pathway was founded on a simple yet powerful belief: **every individual deserves the opportunity to discover their strengths, overcome barriers, and achieve their fullest potential**. Regardless of where a person begins their journey, we believe success is possible through education, rehabilitation, compassionate support, and meaningful community partnerships.

The programs contained within this catalog have been thoughtfully developed to address the diverse needs of individuals seeking employment, independent living, behavioral health support, life skills education, leadership development, and community integration. Each program is guided by evidence-informed practices, person-centered planning, and our commitment to delivering services with professionalism, integrity, dignity, and respect.

At The Pathway Institute, we recognize that true success is built through collaboration. We are proud to partner with individuals, families, employers, educational institutions, healthcare providers, workforce agencies, government organizations, and community partners who share our vision of creating stronger, healthier, and more inclusive communities.

As our organization continues to grow, so does our commitment to innovation, continuous improvement, and excellence in service delivery. We remain dedicated to developing high-

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quality educational programs, workforce initiatives, and rehabilitation services that prepare individuals not only for today's opportunities but also for tomorrow's possibilities.

Whether you are a participant beginning your journey, a family member seeking support, a referral partner exploring available services, or an employer looking to build an inclusive workforce, we thank you for placing your trust in Pathway.

We look forward to serving you and working together to create brighter futures.

Thank you for being part of the Pathway journey.

With appreciation,

Christopher Tharpe
Founder & Executive Director
Pathway Support & Rehabilitation Services

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About Pathway Support & Rehabilitation Services

Building Pathways to Independence, Employment, and Community Success

Pathway Support & Rehabilitation Services is a Texas-based rehabilitation and workforce development organization dedicated to empowering individuals through person-centered services that promote independence, employment, education, recovery, and meaningful community participation.

Founded on the belief that every individual possesses unique strengths and unlimited potential, Pathway provides comprehensive rehabilitation, educational, and supportive services designed to help individuals overcome barriers, develop essential life and employment skills, and achieve their personal, educational, and vocational goals.

Our organization is committed to delivering high-quality services with professionalism, integrity, compassion, and accountability while fostering environments that promote dignity, inclusion, self-determination, and lifelong success.

Our Mission

To empower individuals through innovative rehabilitation, workforce development, education, and community-based services that promote independence, opportunity, and lasting success.



Our Vision

To become a recognized leader in rehabilitation, workforce development, and community support services by transforming lives, strengthening communities, and creating opportunities where every individual can thrive.

Our Motto

Pathway Today. Possibilities Tomorrow.

This motto reflects our commitment to helping individuals take meaningful steps today that lead to greater independence, opportunity, and success tomorrow.

Who We Serve

Pathway proudly serves diverse populations, including:

- Individuals with disabilities.
 - Individuals receiving Vocational Rehabilitation services.
 - Transition-age youth and young adults.
 - Individuals seeking employment or career advancement.
 - Veterans and military families.
 - Individuals receiving behavioral health services.
 - Individuals pursuing greater independence.
 - Families and caregivers.
 - Employers seeking workforce development and inclusion support.
 - Schools, colleges, and community organizations.
-



Core Service Areas

The Pathway Institute delivers programs and services in the following areas:

- Employment & Workforce Development
 - Independent Living Skills Training
 - Behavioral Health Rehabilitation
 - Community Integration Services
 - Life Skills Education
 - Leadership & Professional Development
 - Transition Services
 - Family & Caregiver Education
 - Employer Training & Workforce Partnerships
 - Customized Organizational Training & Consulting
-

Our Service Philosophy

Every individual deserves the opportunity to pursue meaningful goals, participate fully in their community, and achieve the highest possible level of independence. We believe rehabilitation is most effective when services are person-centered, strengths-based, culturally responsive, collaborative, and focused on measurable outcomes.

Our approach emphasizes partnership with participants, families, employers, educators, healthcare professionals, and community organizations to create coordinated supports that foster lasting success.



Our Commitment

Pathway is committed to:

- Delivering services with integrity and professionalism.
- Respecting the dignity and rights of every individual.
- Promoting self-determination and informed choice.
- Supporting competitive integrated employment and lifelong learning.
- Encouraging community inclusion and participation.
- Building collaborative partnerships that strengthen individuals, organizations, and communities.
- Pursuing continuous quality improvement through innovation, education, and accountability.

Looking Ahead

As Pathway continues to grow, we remain committed to expanding innovative programs, developing strategic partnerships, and creating new opportunities that improve lives and strengthen communities across Texas and beyond.

Every service we provide reflects our unwavering commitment to helping individuals discover their strengths, realize their potential, and build brighter futures.

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About The Pathway Institute

Advancing Knowledge. Empowering People. Transforming Communities.

The Pathway Institute is the education, training, workforce development, and professional learning division of **Pathway Support & Rehabilitation Services, LLC**. The Institute was established to develop and deliver high-quality educational programs, proprietary curricula, workforce training, professional development, and rehabilitation services that equip individuals and organizations with the knowledge, skills, and confidence needed to achieve lasting success.

The Institute serves as the central hub for Pathway's educational initiatives by bringing together evidence-informed instruction, practical skill development, leadership education, and innovative workforce solutions. Through structured learning experiences, participants are empowered to pursue meaningful employment, independent living, lifelong learning, leadership, and active community participation.

Our educational philosophy is grounded in the belief that learning creates opportunity, and opportunity transforms lives.

Our Purpose

The purpose of The Pathway Institute is to provide comprehensive educational and workforce development programs that prepare individuals for success in employment, independent living, leadership, behavioral wellness, and community engagement while supporting organizations through professional training, consultation, and customized workforce solutions.



Areas of Focus

The Pathway Institute develops and delivers programs in the following areas:

- Employment & Workforce Development
- Vocational Rehabilitation
- Independent Living Skills
- Behavioral Health Education
- Community Integration
- Life Skills Development
- Leadership & Professional Development
- Transition Services
- Family & Caregiver Education
- Employer Training
- Organizational Consulting
- Customized Educational Programs

Educational Model

The Institute utilizes a person-centered, competency-based educational model that combines classroom instruction, experiential learning, coaching, mentoring, community-based activities, and practical application. Instruction is designed to help participants develop measurable competencies that support long-term success across personal, educational, and professional settings.

Programs may be delivered through:

- Individual instruction

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- Group workshops
- Classroom training
- Community-based learning
- Virtual learning
- Hybrid instruction
- Professional seminars
- Organizational training
- Technical assistance and consulting

Signature Programs

The Pathway Institute develops proprietary educational programs designed to address real-world challenges while promoting lifelong learning and professional growth. Signature programs include:

- Employment Readiness Boot Camp™
- Communication for Success™
- Decision-Making for Life™
- Financial Wellness Academy™
- Leadership Development Academy™
- Professional Workplace Success™
- Digital Literacy Essentials™
- Healthy Relationships™
- Transition to Independence™
- Veterans Employment Success Program™

Additional curricula are continuously developed to address emerging workforce, educational, and community needs.



Professional Partnerships

The Pathway Institute seeks collaborative partnerships with:

- Government agencies
- Workforce development organizations
- Educational institutions
- Community rehabilitation providers
- Employers
- Healthcare organizations
- Nonprofit organizations
- Faith-based organizations
- Veteran-serving organizations
- Community leaders

These partnerships expand opportunities for individuals while strengthening communities through education, employment, and collaboration.

Our Commitment to Excellence

The Pathway Institute is committed to:

- Delivering high-quality educational experiences.
- Developing innovative, evidence-informed curricula.
- Promoting lifelong learning and professional growth.
- Supporting person-centered and inclusive practices.
- Building workforce capacity and organizational excellence.
- Measuring outcomes and continuously improving programs.
- Preparing individuals and organizations for long-term success.

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Looking Forward

As The Pathway Institute continues to grow, it will expand its educational offerings, develop new proprietary curricula, establish instructor certification opportunities, and strengthen partnerships that improve workforce readiness, rehabilitation outcomes, leadership development, and community well-being.

Through innovation, education, and service, The Pathway Institute remains dedicated to helping individuals and organizations realize their full potential.

Purpose of the Program Catalog

A Comprehensive Guide to Pathway Programs and Services

The **Pathway Institute Program Catalog & Service Manual** serves as the official reference guide for the educational, rehabilitation, workforce development, and community-based programs offered by **Pathway Support & Rehabilitation Services, LLC**.

This catalog has been developed to provide participants, families, referral sources, staff members, employers, educators, healthcare professionals, government agencies, and community partners with a comprehensive overview of the programs and services available through The Pathway Institute.

Each program described within this manual has been designed to support individuals in achieving greater independence, meaningful employment, lifelong learning, improved health and well-being, and active participation within their communities.





Purpose of This Manual

The purpose of this Program Catalog is to:

- Provide a comprehensive description of Pathway's programs and services.
 - Promote consistency in service delivery across all Pathway programs.
 - Define the purpose, goals, eligibility, and expected outcomes of each service.
 - Serve as a reference for participants, families, referral partners, and staff.
 - Support organizational planning, program implementation, and quality improvement.
 - Demonstrate Pathway's commitment to person-centered, evidence-informed, and outcome-focused services.
 - Promote transparency, accountability, and excellence in service delivery.
-

Intended Audience

This manual is intended for use by:

- Individuals seeking services.
 - Family members and caregivers.
 - Referral sources.
 - Vocational Rehabilitation Counselors.
 - Workforce development professionals.
 - School districts and transition specialists.
 - Healthcare providers.
 - Community rehabilitation providers.
 - Behavioral health organizations.
 - Employers and workforce partners.
 - Government agencies.
 - Pathway employees, contractors, and interns.
 - Community stakeholders and funding partners.
-



Scope of the Catalog

This catalog provides an overview of the programs offered through The Pathway Institute, including:

- Employment and Workforce Development Services
- Independent Living Services
- Behavioral Health Rehabilitation Services
- Community Integration Services
- Life Skills Development Programs
- Specialized Programs
- Employer and Organizational Training Services

Each program profile includes standardized information regarding:

- Program description
- Purpose
- Target population
- Eligibility
- Goals and objectives
- Expected outcomes
- Core service components
- Delivery methods
- Related services
- Curriculum references, when applicable

This standardized format promotes consistency and makes it easier for readers to compare programs and identify services that best meet individual or organizational needs.

Commitment to Quality

The information contained in this Program Catalog reflects Pathway's commitment to high-quality, ethical, and person-centered service delivery. As our organization continues to grow and

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respond to emerging needs, programs may be enhanced, expanded, or updated to reflect current best practices, regulatory requirements, community priorities, and organizational innovation.

Revisions to this catalog will be made as necessary to ensure the information remains accurate, relevant, and aligned with Pathway's mission and strategic goals.

Our Commitment

This Program Catalog reflects our dedication to empowering individuals, strengthening organizations, and building healthier communities through education, rehabilitation, workforce development, and collaborative partnerships.

Every program described within these pages represents an opportunity to help individuals discover their strengths, achieve meaningful goals, and create brighter futures.

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How to Use This Program Catalog

Navigating the Pathway Institute Program Catalog & Service Manual

The **Pathway Institute Program Catalog & Service Manual** is organized to provide a consistent and comprehensive overview of the educational, rehabilitation, workforce development, and community-based services offered by **Pathway Support & Rehabilitation Services, LLC**.



Whether you are a participant exploring services, a referral partner identifying appropriate programs, an employee delivering services, or an organizational partner seeking training opportunities, this catalog is designed to help you quickly locate relevant information and better understand the scope of services available through The Pathway Institute.

Organization of the Catalog

Programs are organized into six academies based on their primary service focus:

Employment Academy

Programs designed to prepare individuals for competitive integrated employment, career exploration, workforce readiness, job placement, job coaching, and long-term career success.

Independent Living Academy

Programs that promote independence by developing essential daily living skills, financial management, transportation, home management, health, and personal responsibility.

Behavioral Health Academy

Programs that support emotional wellness, recovery, coping skills, psychosocial rehabilitation, behavioral support, and personal resilience.

Community Integration Academy

Programs that encourage meaningful participation in community life through recreation, volunteerism, civic engagement, safety education, and community involvement.



Life Skills Academy

Pathway Institute's proprietary educational programs designed to strengthen communication, leadership, decision-making, financial literacy, workplace success, digital literacy, and healthy relationships.

Specialized Programs Academy

Comprehensive programs developed to address the unique needs of specific populations, organizations, employers, families, caregivers, veterans, transition-age youth, and community partners.

Standard Program Format

To promote consistency, each program within this catalog follows a standardized format. Program profiles generally include:

- Program Title
- Program Description
- Program Purpose
- Target Population
- Eligibility
- Program Goals
- Learning Objectives
- Expected Outcomes
- Core Service Components
- Delivery Formats
- Recommended Program Length
- Service Settings
- Related Services
- Curriculum References (when applicable)

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- Program Notes

This standardized structure allows readers to compare programs, identify appropriate services, and understand the intended outcomes of each program.

Program Flexibility

Programs described in this catalog may be delivered in a variety of formats depending on participant needs, funding requirements, contractual obligations, staffing resources, and organizational priorities.

Services may be provided:

- Individually
- In group settings
- In classrooms
- In community-based environments
- Virtually
- Through hybrid models
- At employer worksites
- At educational institutions
- At approved community locations

Program delivery is always individualized and guided by person-centered planning, participant goals, and applicable funding or service requirements.

Program Customization

While this catalog describes standardized program models, services may be adapted to meet the needs of:

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- Individual participants
- Employers
- Schools
- Government agencies
- Community organizations
- Healthcare providers
- Workforce development partners
- Grant-funded initiatives
- Customized contracts

Program modifications are implemented while maintaining the integrity, quality, and intended outcomes of each service.

Continuous Improvement

The Pathway Institute is committed to ongoing program evaluation and continuous quality improvement. As community needs evolve and best practices emerge, programs may be enhanced to improve participant outcomes, strengthen service quality, and support organizational excellence.

Future editions of this catalog may include new programs, expanded curricula, updated service models, and additional educational resources.

Using This Manual

This catalog should be used as a reference guide and is intended to support informed decision-making regarding available services. It does not replace individualized service planning, contractual requirements, applicable laws or regulations, or professional judgment.



Questions regarding specific programs, eligibility, referrals, or customized training opportunities should be directed to Pathway Support & Rehabilitation Services, LLC.

Program Classification System

Organizing Services to Meet Diverse Needs

The Pathway Institute organizes its educational, rehabilitation, workforce development, and community-based programs into six specialized academies. This classification system provides a consistent framework for organizing services while helping participants, referral partners, staff, and community stakeholders identify programs that best align with individual goals and service needs.

Although each academy has a distinct area of focus, many programs are interdisciplinary and may complement services provided within other academies. Participants often receive services from multiple academies as part of a comprehensive, person-centered service plan.

The Six Academies

Employment Academy

The Employment Academy prepares individuals for meaningful employment and long-term career success through career exploration, workforce readiness, job placement, employment supports, and professional development.



Program Areas Include:

- Career Exploration & Planning
 - Employment Readiness Boot Camp™
 - Job Development & Placement
 - Supported Employment
 - Job Coaching
 - Career Advancement Services
-

Independent Living Academy

The Independent Living Academy promotes self-sufficiency by developing the practical skills necessary for successful daily living, financial responsibility, health management, transportation, and personal independence.

Program Areas Include:

- Independent Living Skills Training
 - Home Management Skills
 - Money Management & Budgeting
 - Transportation & Community Mobility
 - Health, Wellness & Personal Care
-

Behavioral Health Academy

The Behavioral Health Academy supports emotional wellness, recovery, resilience, and personal growth through education, rehabilitation, coping skills development, and behavioral support services.



Program Areas Include:

- Behavioral Support Services
 - Psychosocial Rehabilitation
 - Emotional Wellness & Recovery
 - Social Skills Development
 - Coping Skills & Emotional Regulation
-

Community Integration Academy

The Community Integration Academy encourages active participation in community life while promoting independence, safety, volunteerism, recreation, and civic engagement.

Program Areas Include:

- Community Participation
 - Community Safety
 - Volunteer & Civic Engagement
 - Recreation & Leisure Skills
-

Life Skills Academy

The Life Skills Academy features The Pathway Institute's proprietary educational curricula designed to strengthen essential life, workplace, leadership, and personal development skills.

Program Areas Include:

- Communication for Success™
- Decision-Making for Life™
- Financial Wellness Academy™
- Leadership Development Academy™

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- Professional Workplace Success™
- Digital Literacy Essentials™
- Healthy Relationships™

Specialized Programs Academy

The Specialized Programs Academy provides comprehensive services designed for specific populations, organizations, and specialized workforce or community initiatives.

Program Areas Include:

- Transition to Independence™
- Veterans Employment Success Program™
- Career Advancement & Professional Growth™
- Second Chance Success™ Reentry Program
- Disability Empowerment & Self-Advocacy™
- Family & Caregiver Education Program™
- Employer Partnership & Inclusive Workplace Training™
- Customized Training & Organizational Consulting Services™

Integrated Service Delivery

While each academy serves a distinct purpose, participants frequently benefit from services across multiple academies. For example, an individual preparing for employment may simultaneously participate in:

- Employment Readiness Boot Camp™ (Employment Academy)
- Independent Living Skills Training (Independent Living Academy)
- Communication for Success™ (Life Skills Academy)
- Emotional Wellness & Recovery (Behavioral Health Academy)

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This integrated approach ensures services are coordinated, individualized, and aligned with each participant's strengths, goals, and support needs.

Person-Centered Service Planning

Program placement is based on individualized assessments, participant goals, informed choice, funding source requirements, and collaborative service planning. The academy structure is designed to support flexibility while maintaining consistency in program design and service delivery.

Participants may enter services through any academy and transition between programs as their needs evolve, ensuring continuity of care and ongoing opportunities for growth.

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Program Delivery Methods

Flexible, Person-Centered Service Delivery

The Pathway Institute is committed to delivering high-quality, accessible, and person-centered services that meet the diverse needs of individuals, families, employers, referral partners, and community organizations. Recognizing that every participant's goals, strengths, learning styles, and support needs are unique, Pathway utilizes a flexible service delivery model designed to maximize engagement, promote skill development, and achieve meaningful outcomes.

Services may be delivered individually or in groups and may occur in community settings, educational environments, workplaces, virtual platforms, or other approved locations, depending



on program objectives, participant preferences, contractual requirements, and available resources.

Individual Services

Individual services provide one-on-one instruction, coaching, mentoring, consultation, or rehabilitation support tailored to the participant's unique goals and service plan.

Individual services may include:

- Career coaching
- Independent living skills instruction
- Job coaching
- Behavioral health rehabilitation
- Transition planning
- Leadership coaching
- Self-advocacy training
- Organizational consultation

Individual instruction allows for personalized pacing, individualized feedback, and focused skill development.

Group Services

Group services promote collaborative learning, peer interaction, communication, teamwork, and shared problem-solving through structured educational experiences.

Examples include:

- Workshops

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- Educational seminars
- Classroom instruction
- Supportive educational groups
- Leadership academies
- Workforce development cohorts
- Life skills classes
- Professional development training

Group instruction encourages active participation while fostering confidence, relationship-building, and social learning.

Community-Based Services

Many Pathway programs are designed to occur in real-world environments where participants can practice and apply newly acquired skills.

Community-based instruction may include:

- Community mobility training
- Employment preparation activities
- Volunteer experiences
- Community participation
- Recreational activities
- Independent living practice
- Employer visits
- Career exploration activities

Learning within natural environments strengthens skill generalization and promotes greater independence.



Virtual & Hybrid Services

To increase accessibility and flexibility, many Pathway programs may be delivered through secure virtual platforms or hybrid learning models.

Virtual services may include:

- Individual coaching sessions
- Online workshops
- Interactive classrooms
- Professional development seminars
- Organizational consultation
- Family education
- Follow-up services

Hybrid service models combine virtual instruction with in-person learning to maximize convenience while maintaining high-quality educational experiences.

Workplace & Employer-Based Training

Pathway partners with employers to deliver customized training that supports workforce development, employee engagement, leadership development, and inclusive workplace practices.

Employer-based services may include:

- On-site employee training
- Leadership development
- Supervisor coaching
- Disability inclusion education
- Professional workplace success training
- Team development
- Organizational consulting

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These services are tailored to meet each organization's workforce needs and strategic objectives.

Educational Partnerships

Pathway collaborates with educational institutions to provide transition services, workforce development programs, life skills education, and professional training.

Programs may be delivered through:

- Public schools
- Charter schools
- Colleges and universities
- Adult education programs
- Career and technical education programs
- Community education initiatives

Educational partnerships support student success while preparing individuals for employment, postsecondary education, and independent living.

Customized Service Delivery

Recognizing that no two organizations or participants are alike, Pathway may customize program delivery to meet specific contractual requirements, funding guidelines, organizational objectives, and participant needs.

Customized services may include:

- Specialized curricula
- Contract-specific training
- Executive coaching

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- Strategic planning facilitation
- Workforce development initiatives
- Organizational consulting
- Community education campaigns
- Technical assistance

Customized service delivery ensures that every engagement is responsive, relevant, and aligned with the desired outcomes of the participant or partner organization.

Commitment to Quality

Regardless of the delivery method, every Pathway program is guided by the same organizational standards of excellence. Services are delivered using person-centered practices, evidence-informed strategies, measurable outcomes, and a commitment to professionalism, integrity, inclusion, and continuous quality improvement.

Our flexible delivery model allows us to adapt to changing needs while maintaining the highest standards of service, education, and participant engagement.

Eligibility & Referral Information

Accessing Pathway Programs and Services

Pathway Support & Rehabilitation Services, LLC is committed to providing accessible, person-centered programs that promote independence, employment, education, rehabilitation, and community participation. Services are available to individuals who meet the eligibility requirements of the specific program, funding source, or contractual agreement under which services are provided.



Pathway believes that every individual deserves the opportunity to pursue meaningful goals and access high-quality services delivered with dignity, respect, and professionalism.

Eligibility

Eligibility requirements vary depending on the program, funding source, contractual obligations, and individual participant needs.

Individuals may qualify for services through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
- Workforce Solutions programs
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral health organizations
- School districts and transition programs
- Colleges and universities
- Veteran-serving organizations
- Community-based organizations
- Employer-sponsored training programs
- Grant-funded initiatives
- Private-pay services
- Self-referral, when appropriate

Additional eligibility criteria may apply based on program objectives, available funding, and applicable laws or regulations.



Referral Sources

Pathway welcomes referrals from a wide range of partners committed to helping individuals achieve greater independence and success.

Common referral sources include:

- Vocational Rehabilitation Counselors
- Workforce Development Specialists
- Case Managers
- Service Coordinators
- Healthcare Providers
- Behavioral Health Professionals
- School Counselors
- Transition Specialists
- Special Education Staff
- Community Rehabilitation Providers
- Employers
- Veteran Service Organizations
- Faith-based organizations
- Nonprofit agencies
- Family members and caregivers
- Self-referrals

Each referral is reviewed to determine service eligibility, participant goals, and the most appropriate Pathway programs.

Referral Process

The referral process is designed to be collaborative, timely, and person-centered.

The general process includes:

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1. Referral received.
2. Initial review of referral information.
3. Verification of eligibility and funding source, when applicable.
4. Initial participant meeting or consultation.
5. Identification of participant strengths, interests, and goals.
6. Program recommendations.
7. Development of an individualized service or training plan.
8. Service authorization, when required.
9. Program enrollment and service delivery.
10. Ongoing progress monitoring and outcome evaluation.

Specific procedures may vary depending on contractual requirements and referral agreements.

Person-Centered Access

Every participant is treated as an active partner throughout the referral and enrollment process. Pathway promotes informed choice, self-determination, and collaborative planning while respecting each individual's preferences, cultural background, strengths, abilities, and personal goals.

Whenever possible, participants are encouraged to actively participate in selecting programs and establishing meaningful outcomes that reflect their vision for success.

Accessibility & Inclusion

Pathway is committed to providing programs that are accessible, inclusive, and welcoming to all eligible participants.



Reasonable accommodations may be provided, when appropriate, to support equitable participation in educational, workforce development, rehabilitation, and community-based services.

Pathway does not discriminate on the basis of race, color, national origin, religion, sex, age, disability, veteran status, or any other protected characteristic as provided by applicable law.

Partnership & Collaboration

Pathway values collaborative relationships with referral partners, funding agencies, educational institutions, healthcare providers, employers, families, and community organizations.

Working together, we strive to provide coordinated services that improve outcomes, strengthen communities, and create meaningful opportunities for lifelong success.

Contact Information

Questions regarding eligibility, referrals, available programs, partnership opportunities, or customized services may be directed to:

Pathway Support & Rehabilitation Services, LLC

**The Pathway Institute
11133 Shady Trail 153
Dallas, Texas 75229-4617**

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 Dallas–Fort Worth, Texas

Commitment to Opportunity

Every referral represents an opportunity to help an individual discover new strengths, achieve meaningful goals, and build a brighter future. Pathway is honored to partner with participants, families, referral sources, and community organizations in creating lasting pathways to independence, employment, and lifelong success.

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- Glossary of Terms

Purpose of Volume III

Unlike Volume IV, **this is not a curriculum manual.**

Instead, it serves as **Pathway’s official service catalog.**

Every chapter follows the same format:

1. Program Name
2. Academy Assignment
3. Program Description
4. Purpose
5. Target Population
6. Eligibility
7. Learning Objectives
8. Program Outcomes
9. Delivery Format
10. Typical Length
11. Available Settings
12. Referral Sources
13. Related Services
14. Curriculum Reference (*Volume IV Sub-Volume*)
15. Notes



SECTION I

Employment Services

Chapter 1

Employment Readiness Boot Camp™

Academy:

Employment Academy

Curriculum Reference:

Volume IV(A) – Employment Readiness Boot Camp™

Program Description

The **Employment Readiness Boot Camp™** is Pathway Support & Rehabilitation Services, LLC's flagship workforce development program. It is a comprehensive, competency-based employment preparation curriculum designed to equip participants with the knowledge, skills,

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confidence, and professional behaviors necessary to obtain, maintain, and advance in competitive integrated employment.

The program combines classroom instruction, interactive learning activities, practical application, career planning, and individualized coaching to prepare participants for today's workforce while promoting long-term career success.

Employment Readiness Boot Camp™ emphasizes not only securing employment but also developing the personal and professional competencies required for sustained employment, career advancement, and lifelong success.

Program Purpose

The purpose of the Employment Readiness Boot Camp™ is to prepare individuals for successful participation in the workforce by developing the foundational employability skills, workplace behaviors, and career readiness competencies necessary to achieve meaningful, competitive, and integrated employment.

The program also seeks to increase participant confidence, independence, self-advocacy, problem-solving abilities, and long-term career planning while reducing barriers to employment.

Target Population

Employment Readiness Boot Camp™ is designed for individuals who require structured employment preparation services, including but not limited to:

- Individuals receiving Vocational Rehabilitation services
- Individuals with disabilities
- Young adults transitioning into the workforce
- Veterans



- Individuals returning to work following illness or injury
 - Individuals experiencing barriers to employment
 - Justice-involved individuals reentering the workforce
 - Individuals receiving behavioral health services
 - Individuals seeking career changes
 - Individuals requiring additional employment readiness training
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
 - Workforce Solutions
 - Schools and Transition Programs
 - Community Rehabilitation Providers
 - Behavioral Health Organizations
 - Managed Care Organizations
 - HCS Providers
 - TxHmL Providers
 - Community-Based Organizations
 - Veterans Organizations
 - Self-Referral
 - Employer Partnerships
-

Program Goals

Employment Readiness Boot Camp™ is designed to:

- Develop professional workplace behaviors.
- Improve communication and interpersonal skills.

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- Increase participant confidence and self-efficacy.
- Strengthen job search and career planning skills.
- Prepare participants for competitive integrated employment.
- Improve interview performance.
- Build effective workplace problem-solving skills.
- Promote long-term employment retention.
- Support career advancement opportunities.
- Foster lifelong learning and professional growth.

Learning Objectives

Upon successful completion, participants will be able to:

- Demonstrate professional workplace etiquette.
- Communicate effectively with employers, supervisors, coworkers, and customers.
- Prepare professional résumés and employment applications.
- Successfully participate in employment interviews.
- Demonstrate effective teamwork and collaboration.
- Apply conflict resolution strategies.
- Manage workplace responsibilities effectively.
- Develop personal career goals and action plans.
- Demonstrate financial literacy related to employment.
- Maintain professional conduct in competitive employment settings.

Program Outcomes

Participants completing the program should demonstrate measurable improvements in:

- Employment readiness
- Workplace professionalism

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- Communication
- Interview readiness
- Career planning
- Self-confidence
- Problem-solving
- Time management
- Financial awareness
- Employment retention skills

Delivery Formats

The Employment Readiness Boot Camp™ may be delivered through:

- Individual Instruction
- Group Training
- Classroom-Based Learning
- Virtual Instruction
- Hybrid Learning
- Community-Based Instruction
- Employer-Based Training
- Workshop Series
- Intensive Boot Camp Format
- Customized Organizational Training

Recommended Program Length

Standard delivery options include:

- 20-hour Boot Camp
- 30-hour Comprehensive Program

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- 40-hour Extended Employment Academy
- Customized contract-based training as approved by Pathway Support & Rehabilitation Services, LLC.

Service Settings

Services may be provided in:

- Community locations
- Workforce centers
- Schools
- Colleges
- Community rehabilitation programs
- Employer sites
- Behavioral health organizations
- Veterans organizations
- Virtual platforms
- Pathway training locations

Related Services

Participants may also benefit from:

- Employment Assistance
- Supported Employment
- Job Coaching
- Independent Living Skills Training
- Behavioral Support Services
- Psychosocial Rehabilitation
- Community Integration Services

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- Benefits Counseling (through referral)
- Career Advancement Services

Curriculum Reference

See: Volume IV(A) – Employment Readiness Boot Camp™ for the complete instructor manual, participant workbook, lesson plans, assessments, competency evaluations, and graduation requirements.



Chapter 2

Employment Assistance

Academy:

Employment Academy

Curriculum Reference:

Volume IV (Employment Services Curriculum Series – Future Development)

Program Description

Employment Assistance is a person-centered service designed to help individuals prepare for, obtain, and secure competitive integrated employment that aligns with their interests, strengths, abilities, and long-term career goals. The service provides individualized support throughout the employment process, including career exploration, job search strategies, résumé development, application assistance, interview preparation, employer engagement, and employment planning.

Employment Assistance emphasizes participant choice, informed decision-making, and individualized employment outcomes while promoting self-sufficiency and long-term career success.



Program Purpose

The purpose of Employment Assistance is to support individuals in successfully obtaining meaningful, competitive employment through individualized employment planning, career exploration, job search support, employer engagement, and professional development.

The program is designed to reduce employment barriers while empowering participants to become active and confident participants in today's workforce.

Target Population

Employment Assistance is designed for individuals who:

- Are unemployed or underemployed.
 - Desire competitive integrated employment.
 - Need assistance identifying career goals.
 - Require structured job search support.
 - Have disabilities.
 - Receive Vocational Rehabilitation services.
 - Are transitioning from school to employment.
 - Are veterans seeking civilian employment.
 - Are returning to work following illness or injury.
 - Experience barriers to employment.
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation

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- Workforce Solutions
- HCS Providers
- TxHmL Providers
- Behavioral Health Organizations
- Schools
- Colleges
- Community Organizations
- Veterans Organizations
- Managed Care Organizations
- Employer Partners
- Self-Referral

Program Goals

Employment Assistance is designed to:

- Identify participant career interests.
- Develop realistic employment goals.
- Improve job search effectiveness.
- Strengthen résumé quality.
- Improve interviewing skills.
- Increase employer engagement opportunities.
- Improve employment outcomes.
- Promote participant self-confidence.
- Encourage career advancement planning.
- Support long-term employment success.

Learning Objectives

Participants will be able to:

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- Identify career interests and employment goals.
- Conduct effective job searches.
- Prepare professional résumés.
- Complete employment applications accurately.
- Demonstrate effective interviewing techniques.
- Communicate professionally with employers.
- Understand employer expectations.
- Develop individualized employment action plans.
- Utilize community employment resources.
- Advocate for workplace supports when appropriate.

Program Outcomes

Upon completion, participants should demonstrate improvements in:

- Career readiness
- Job search skills
- Employment planning
- Professional communication
- Interview confidence
- Employment application completion
- Employer engagement
- Career decision-making
- Employment attainment

Delivery Formats

Employment Assistance may be delivered through:

- Individual Services

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- Community-Based Instruction
- Office-Based Services
- Virtual Services
- Hybrid Services
- Employer Site Visits
- Workforce Centers
- Career Workshops
- Group Employment Sessions

Recommended Program Length

Service duration is individualized based on participant needs and referral requirements.

Typical service durations include:

- Short-Term Employment Assistance
- Comprehensive Employment Assistance
- Ongoing Employment Planning
- Customized Contract Services

Service Settings

Employment Assistance services may be delivered in:

- Workforce Centers
- Community Rehabilitation Programs
- Community Locations
- Employer Sites
- Educational Institutions
- Virtual Platforms

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- Pathway Offices
- Public Libraries
- Community Partner Locations

Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Supported Employment
- Job Coaching
- Career Exploration
- Benefits Counseling (through referral)
- Independent Living Skills
- Behavioral Support Services
- Community Integration Services

Curriculum Reference

See: Volume IV – Employment Services Curriculum Series (Future Development) for detailed instructional materials, participant activities, assessments, and instructor resources.

Notes

Employment Assistance is frequently provided as a stand-alone service or in combination with Employment Readiness Boot Camp™, Supported Employment, and Job Coaching to create a comprehensive employment pathway tailored to each participant's needs.

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Chapter 3

Supported Employment

Academy:

Employment Academy

Curriculum Reference:

Volume IV – Supported Employment Curriculum (*Future Development*)

Program Description

Supported Employment is a person-centered, individualized service designed to assist individuals with disabilities and other significant barriers to employment in obtaining, maintaining, and advancing in competitive integrated employment. Services are delivered through ongoing assessment, individualized planning, systematic instruction, job coaching, employer collaboration, workplace accommodations, and long-term employment supports tailored to each participant's unique strengths, preferences, interests, and needs.

Supported Employment recognizes that successful employment extends beyond job placement. The program emphasizes sustained employment, career growth, workplace inclusion, increased independence, and the development of natural supports that enable participants to achieve long-term vocational success.



Program Purpose

The purpose of Supported Employment is to provide individualized services that enable participants with significant barriers to employment to secure and maintain meaningful, competitive integrated employment while maximizing independence, self-determination, workplace success, and community inclusion.

The program seeks to reduce employment barriers through individualized support strategies, collaborative planning, employer partnerships, and ongoing vocational coaching.

Target Population

Supported Employment is appropriate for individuals who:

- Have physical, intellectual, developmental, psychiatric, or sensory disabilities.
- Require individualized employment supports.
- Need assistance maintaining employment.
- Require on-the-job coaching.
- Need workplace accommodations.
- Benefit from structured employment supports.
- Are receiving Vocational Rehabilitation services.
- Receive HCS or TxHmL waiver services.
- Participate in behavioral health or recovery services.
- Experience significant barriers to competitive employment.



Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Behavioral Health Organizations
- Managed Care Organizations
- Community Rehabilitation Providers
- Schools and Transition Programs
- Veterans Organizations
- Employer Partnerships
- Community-Based Organizations

Program Goals

Supported Employment is designed to:

- Assist participants in obtaining competitive integrated employment.
- Increase long-term employment retention.
- Promote independence within the workplace.
- Reduce reliance on intensive employment supports over time.
- Improve job performance and workplace confidence.
- Strengthen communication with supervisors and coworkers.
- Develop effective problem-solving and self-advocacy skills.
- Establish natural workplace supports.
- Promote career advancement opportunities.
- Improve overall quality of life through meaningful employment.



Learning Objectives

Participants will demonstrate the ability to:

- Perform assigned job duties safely and effectively.
- Follow workplace policies and procedures.
- Communicate professionally with supervisors and coworkers.
- Utilize workplace accommodations appropriately.
- Solve common workplace challenges.
- Demonstrate appropriate workplace behaviors.
- Manage work schedules and responsibilities.
- Request assistance appropriately when needed.
- Develop increasing independence on the job.
- Maintain successful employment over time.

Program Outcomes

Successful participants should demonstrate measurable improvements in:

- Competitive integrated employment
- Employment retention
- Workplace independence
- Job performance
- Professional communication
- Workplace confidence
- Self-advocacy
- Employer satisfaction
- Career stability
- Community inclusion



Service Components

Supported Employment services may include:

- Discovery and vocational assessment
- Employment planning
- Job development and employer outreach
- Job matching
- Job placement
- Job coaching
- Skills training
- Workplace orientation
- Employer consultation
- Workplace accommodation support
- Systematic instruction
- Employment stabilization
- Follow-along services
- Career advancement planning
- Transition planning

Delivery Formats

Services may be provided through:

- Individualized community-based instruction
- On-site job coaching
- Employer consultation
- Virtual support (when appropriate)
- Hybrid service delivery
- Community integration activities
- Workplace observations
- Follow-up support visits

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Recommended Service Duration

Supported Employment services are individualized based on participant needs, funding source requirements, and employment goals.

Service intensity may range from:

- Intensive employment supports during job acquisition.
- Moderate support during stabilization.
- Periodic follow-along services as participant independence increases.

Service Settings

Supported Employment services may be delivered in:

- Competitive integrated employment settings
- Community businesses
- Government agencies
- Nonprofit organizations
- Educational institutions
- Community worksites
- Virtual platforms (when appropriate)
- Community training locations



Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Employment Assistance
- Job Coaching
- Career Exploration & Planning
- Independent Living Skills Training
- Behavioral Support Services
- Psychosocial Rehabilitation
- Community Integration Services

Curriculum Reference

See: Volume IV – Supported Employment Curriculum (Future Development) for the complete instructor guide, service procedures, participant activities, competency standards, and documentation requirements.

Notes

Supported Employment is one of Pathway’s core vocational rehabilitation services and is designed to complement Employment Assistance and the Employment Readiness Boot Camp™. Depending on the participant’s funding source and individual needs, services may begin before employment is secured and continue through job stabilization and long-term employment success.



Chapter 4

Job Coaching

Academy:
Employment Academy

Curriculum Reference:
Volume IV – Job Coaching Curriculum (*Future Development*)

Program Description

Job Coaching is an individualized, community-based employment support service that assists participants in learning, performing, and maintaining the skills necessary for successful competitive integrated employment. Services are delivered directly within the workplace through structured instruction, observation, modeling, reinforcement, problem-solving, and collaboration with employers to promote long-term employment success.

Job Coaching focuses on helping participants become independent employees by systematically reducing supports as competency, confidence, and natural workplace supports increase.

Program Purpose

The purpose of Job Coaching is to provide individualized workplace instruction and support that enables participants to successfully learn job duties, develop professional work habits, increase workplace independence, and maintain long-term employment.



The service emphasizes skill acquisition, employer satisfaction, participant confidence, and successful transition toward independent employment.

Target Population

Job Coaching is appropriate for individuals who:

- Require individualized workplace training.
 - Need support learning job tasks.
 - Benefit from hands-on instruction.
 - Require assistance adjusting to a new work environment.
 - Need assistance understanding employer expectations.
 - Require ongoing employment stabilization.
 - Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL waiver services.
 - Receive behavioral health or recovery services.
 - Experience barriers to successful job retention.
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Behavioral Health Organizations
- Managed Care Organizations
- Community Rehabilitation Providers
- Schools and Transition Programs

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- Veterans Organizations
- Employer Partnerships
- Community-Based Organizations

Program Goals

Job Coaching is designed to:

- Improve participant job performance.
- Increase workplace independence.
- Teach job-specific skills.
- Improve communication with supervisors and coworkers.
- Strengthen workplace professionalism.
- Improve attendance and punctuality.
- Increase employment retention.
- Develop effective problem-solving skills.
- Promote self-confidence in the workplace.
- Transition participants toward natural workplace supports whenever appropriate.

Learning Objectives

Upon completion of Job Coaching services, participants will be able to:

- Perform assigned job duties accurately and consistently.
- Follow workplace routines and procedures.
- Demonstrate appropriate workplace behavior.
- Communicate effectively with supervisors, coworkers, and customers.
- Utilize effective problem-solving strategies.
- Manage work schedules independently.
- Apply workplace safety procedures.

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- Accept constructive feedback professionally.
- Demonstrate increasing independence with decreasing reliance on direct support.
- Maintain successful employment.

Program Outcomes

Participants receiving Job Coaching should demonstrate measurable improvements in:

- Job performance
- Workplace independence
- Employment retention
- Productivity
- Communication skills
- Professional behavior
- Employer satisfaction
- Confidence
- Adaptability
- Long-term employment success

Core Service Components

Job Coaching services may include:

- Workplace orientation
- Task analysis
- Systematic instruction
- Job task demonstration
- Modeling and guided practice
- Positive reinforcement
- Workplace accommodation support

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- Communication coaching
- Behavioral support strategies
- Productivity improvement
- Time management
- Employer consultation
- Progress monitoring
- Fading of supports
- Transition to natural workplace supports

Delivery Formats

Services may be provided through:

- One-on-one workplace coaching
- Community-based instruction
- Employer collaboration
- On-site observation
- Virtual follow-up (when appropriate)
- Hybrid service delivery
- Scheduled workplace visits

Recommended Service Duration

Job Coaching services are individualized according to participant needs, employer expectations, funding requirements, and progress toward independence.

Support intensity may include:

- Intensive initial coaching
- Moderate stabilization support

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- Periodic maintenance visits
- Follow-along services as appropriate

Service Settings

Job Coaching services may be delivered in:

- Competitive integrated employment settings
- Community businesses
- Government agencies
- Retail environments
- Hospitality settings
- Healthcare organizations
- Manufacturing facilities
- Office environments
- Educational institutions
- Community worksites

Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Employment Assistance
- Supported Employment
- Career Exploration & Planning
- Independent Living Skills Training
- Behavioral Support Services
- Community Integration Services
- Benefits Counseling (through referral)

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Curriculum Reference

See: Volume IV – Job Coaching Curriculum (Future Development) for the complete instructional guide, competency checklists, coaching strategies, documentation standards, participant activities, and evaluation tools.

Notes

Job Coaching is designed to complement Supported Employment by providing individualized, on-the-job instruction that promotes successful employment outcomes. The intensity and duration of services are based on participant progress and are gradually reduced as participants demonstrate increased independence and establish natural supports within the workplace.



Chapter 5

Career Exploration & Planning

Academy:

Employment Academy

Curriculum Reference:

Volume IV – Career Exploration & Planning Curriculum (*Future Development*)

Program Description

Career Exploration & Planning is a person-centered vocational service designed to help individuals identify meaningful career pathways based on their interests, strengths, abilities, values, experiences, and employment goals. Through structured assessments, career exploration activities, labor market research, and individualized planning, participants develop realistic career objectives and actionable employment plans that lead toward competitive integrated employment.

This program encourages informed decision-making while helping participants better understand today's workforce, occupational opportunities, educational pathways, industry expectations, and long-term career advancement possibilities.



Program Purpose

The purpose of Career Exploration & Planning is to assist participants in identifying career goals that align with their unique strengths, interests, abilities, and aspirations while developing an individualized career plan that supports successful employment and lifelong career growth.

The program prepares participants to make informed career decisions and establish a clear pathway toward meaningful employment.

Target Population

Career Exploration & Planning is designed for individuals who:

- Are uncertain about career options.
 - Are entering the workforce for the first time.
 - Are changing careers.
 - Need vocational direction.
 - Require assistance identifying employment interests.
 - Receive Vocational Rehabilitation services.
 - Are transitioning from school to employment.
 - Receive behavioral health or rehabilitation services.
 - Are veterans seeking civilian careers.
 - Desire career advancement or professional growth.
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)

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- Workforce Solutions
- HCS Providers
- TxHmL Providers
- Schools and Transition Programs
- Colleges and Universities
- Behavioral Health Organizations
- Veterans Organizations
- Community Rehabilitation Providers
- Managed Care Organizations
- Employer Partners
- Self-Referral

Program Goals

Career Exploration & Planning is designed to:

- Help participants identify career interests.
- Increase understanding of occupational opportunities.
- Develop individualized career goals.
- Explore education and training pathways.
- Strengthen career decision-making skills.
- Improve employment planning.
- Promote realistic career expectations.
- Increase participant confidence regarding career choices.
- Encourage lifelong career development.
- Prepare participants for employment services.

Learning Objectives

Upon successful completion, participants will be able to:

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- Identify personal interests, strengths, and vocational preferences.
- Explore career pathways that align with their abilities and goals.
- Research occupations using reliable labor market information.
- Understand education, certification, and training requirements for selected careers.
- Develop short-term and long-term career goals.
- Create an individualized Career Action Plan.
- Identify barriers to employment and strategies to overcome them.
- Recognize transferable skills and personal assets.
- Demonstrate informed career decision-making.
- Prepare for transition into Employment Assistance or Employment Readiness Boot Camp™.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Career awareness
- Career decision-making
- Vocational self-awareness
- Employment planning
- Goal setting
- Knowledge of labor market opportunities
- Confidence in career selection
- Readiness for employment services
- Individualized career planning

Core Service Components

Career Exploration & Planning services may include:

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- Career interest assessments
- Skills and strengths assessments
- Values clarification activities
- Transferable skills analysis
- Labor market research
- Career pathway exploration
- Occupational information review
- Education and training planning
- Career Action Plan development
- Individual employment planning
- Barrier identification and problem-solving
- Referral to additional employment services

Delivery Formats

Services may be delivered through:

- Individual career planning sessions
- Small group workshops
- Classroom instruction
- Community-based learning
- Virtual instruction
- Hybrid service delivery
- Career fairs and employer presentations
- Postsecondary institution visits
- Worksite tours (when available)

Recommended Program Length

Career Exploration & Planning may be offered as:

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- Single-session career consultation
- Short-term planning series
- Multi-session career development program
- Comprehensive vocational planning services
- Customized contract-based services

Service Settings

Services may be provided in:

- Workforce Centers
- Community rehabilitation programs
- Educational institutions
- Community organizations
- Public libraries
- Pathway training facilities
- Employer locations
- Virtual platforms
- Community resource centers

Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Employment Assistance
- Supported Employment
- Job Coaching
- Independent Living Skills Training
- Financial Wellness Academy™

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- Leadership Development Academy™
- Benefits Counseling (through referral)

Curriculum Reference

See: **Volume IV – Career Exploration & Planning Curriculum (Future Development)** for the complete instructor guide, participant workbook, career assessments, planning tools, activities, and evaluation materials.

Notes

Career Exploration & Planning serves as the **entry point** into many of Pathway's employment services. It helps participants make informed vocational decisions before engaging in job development, employment assistance, or intensive employment readiness training. The program is intended to improve the likelihood of successful job placement and long-term career satisfaction by ensuring employment goals are based on informed choice and person-centered planning.



Chapter 6

Career Advancement Services

Academy:

Employment Academy

Curriculum Reference:

Volume IV – Career Advancement Services Curriculum (*Future Development*)

Program Description

Career Advancement Services is a person-centered professional development program designed to help employed individuals strengthen workplace competencies, pursue career growth opportunities, increase earning potential, and achieve long-term career success. The program assists participants in developing advanced professional skills, identifying career pathways, preparing for promotions, pursuing additional education or certifications, and building the confidence necessary for continued career progression.

Career Advancement Services recognizes that employment is not the final destination but the beginning of a lifelong journey of professional growth, leadership, and economic self-sufficiency.



Program Purpose

The purpose of Career Advancement Services is to assist employed individuals in achieving long-term career success through continued professional development, leadership preparation, education planning, career coaching, and advancement opportunities.

The program promotes lifelong learning while encouraging participants to maximize their personal and professional potential.

Target Population

Career Advancement Services is designed for individuals who:

- Are currently employed.
 - Desire career advancement.
 - Seek promotional opportunities.
 - Wish to increase earnings.
 - Need professional development.
 - Desire leadership opportunities.
 - Want to pursue additional education or certifications.
 - Receive follow-along vocational rehabilitation services.
 - Require ongoing employment supports.
 - Desire long-term career planning.
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)

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- Workforce Solutions
 - Employer Partnerships
 - Community Rehabilitation Providers
 - HCS Providers
 - Behavioral Health Organizations
 - Veterans Organizations
 - Colleges and Universities
 - Workforce Development Programs
 - Self-Referral
-

Program Goals

Career Advancement Services is designed to:

- Promote career growth and advancement.
 - Increase participant earning potential.
 - Strengthen leadership abilities.
 - Improve workplace performance.
 - Encourage lifelong learning.
 - Develop professional networking skills.
 - Prepare participants for supervisory responsibilities.
 - Increase confidence in professional settings.
 - Support long-term career retention.
 - Foster economic self-sufficiency.
-

Learning Objectives

Upon successful completion, participants will be able to:

- Develop an individualized Career Advancement Plan.

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- Identify promotional and leadership opportunities.
 - Demonstrate advanced workplace professionalism.
 - Strengthen communication and leadership skills.
 - Build professional relationships and networks.
 - Utilize mentoring and coaching opportunities.
 - Prepare for interviews related to promotions.
 - Identify continuing education and certification options.
 - Demonstrate strategic career planning.
 - Establish long-term professional development goals.
-

Program Outcomes

Participants completing Career Advancement Services should demonstrate measurable improvements in:

- Career planning
 - Leadership readiness
 - Professional confidence
 - Workplace communication
 - Job performance
 - Promotion readiness
 - Professional networking
 - Continuing education participation
 - Employment retention
 - Long-term career success
-

Core Service Components

Career Advancement Services may include:

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- Career coaching
- Leadership development
- Professional mentoring
- Goal setting
- Career pathway planning
- Promotion preparation
- Résumé updates
- Interview coaching
- Professional networking strategies
- Continuing education planning
- Certification guidance
- Professional portfolio development
- Individual success planning

Delivery Formats

Services may be provided through:

- Individual coaching
- Professional development workshops
- Group instruction
- Virtual coaching sessions
- Hybrid service delivery
- Employer-sponsored training
- Community-based instruction
- Leadership seminars

Recommended Program Length

Career Advancement Services may be delivered as:

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- Individual coaching sessions
- Multi-session professional development series
- Leadership development workshops
- Employer-sponsored career advancement programs
- Customized contract-based services

Service Settings

Services may be delivered in:

- Employer worksites
- Workforce Centers
- Community organizations
- Educational institutions
- Virtual platforms
- Pathway training facilities
- Conference and training centers

Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Employment Assistance
- Supported Employment
- Job Coaching
- Leadership Development Academy™
- Customer Service Excellence™
- Financial Wellness Academy™
- Professional Development Academy™

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Curriculum Reference

See: **Volume IV – Career Advancement Services Curriculum (Future Development)** for the complete instructor guide, participant workbook, professional development activities, leadership exercises, assessments, and evaluation tools.

Notes

Career Advancement Services represents the final stage of Pathway’s Employment Continuum. While many employment programs focus primarily on obtaining a job, Pathway is committed to helping participants build sustainable careers. This service encourages continuous professional growth, increased independence, and expanded career opportunities through lifelong learning and leadership development.



SECTION II

Independent Living Services

Chapter 7

Independent Living Skills Training

Academy:

Independent Living Academy

Curriculum Reference:

Volume IV(B) – Independent Living Skills Training Curriculum (*Future Development*)

Program Description

Independent Living Skills Training is a comprehensive, person-centered rehabilitation service designed to assist individuals in developing the knowledge, skills, confidence, and independence necessary to successfully live, work, and participate within their communities.

Training focuses on practical daily living skills that promote self-sufficiency, personal responsibility, informed decision-making, health and safety, community participation, and improved quality of life. Services are individualized to meet each participant's unique strengths, goals, preferences, cultural background, and support needs.

Instruction is delivered through hands-on practice, community-based learning, coaching, modeling, guided instruction, and real-life application to maximize independence across home, work, and community environments.



Program Purpose

The purpose of Independent Living Skills Training is to increase each participant's ability to function as independently as possible while promoting personal choice, self-determination, community inclusion, and lifelong independence.

The program prepares individuals to safely manage daily responsibilities, make informed decisions, access community resources, and achieve greater independence across multiple life domains.

Target Population

Independent Living Skills Training is designed for individuals who:

- Have intellectual or developmental disabilities.
 - Receive Home and Community-based Services (HCS).
 - Receive Texas Home Living (TxHmL) services.
 - Receive behavioral health or rehabilitation services.
 - Are transitioning into independent or supported living.
 - Require instruction in daily living skills.
 - Need support increasing personal independence.
 - Desire greater community participation.
 - Require assistance maintaining safe and healthy living environments.
 - Need individualized life skills instruction.
-



Eligibility

Participants may be referred through:

- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
- Schools and Transition Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Community-Based Organizations
- Self-Referral

Program Goals

Independent Living Skills Training is designed to:

- Increase personal independence.
- Improve daily living skills.
- Promote health and wellness.
- Strengthen decision-making abilities.
- Develop effective problem-solving skills.
- Increase community participation.
- Improve household management.
- Enhance communication and self-advocacy.
- Promote personal safety.
- Improve overall quality of life.



Learning Objectives

Upon successful participation, individuals will be able to:

- Demonstrate increased independence in daily living activities.
- Apply personal hygiene and wellness practices.
- Prepare simple, nutritious meals safely.
- Maintain a clean and organized living environment.
- Develop effective money management skills.
- Utilize community resources independently.
- Practice personal and community safety skills.
- Demonstrate effective communication and self-advocacy.
- Manage personal schedules and responsibilities.
- Make informed decisions that support independent living.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Daily living skills
- Personal independence
- Home management
- Community participation
- Health and wellness
- Financial responsibility
- Self-advocacy
- Decision-making
- Personal safety
- Overall quality of life



Core Service Components

Independent Living Skills Training may include:

- Personal hygiene and grooming
- Meal planning and food preparation
- Nutrition education
- Household cleaning and organization
- Laundry and clothing care
- Money management and budgeting
- Shopping skills
- Medication reminders and health management (*within provider scope and funding source requirements*)
- Transportation and mobility training
- Community resource navigation
- Time management
- Personal organization
- Communication and interpersonal skills
- Self-advocacy
- Personal and community safety
- Emergency preparedness

Delivery Formats

Services may be provided through:

- Individual instruction
- Community-based instruction
- In-home training
- Small group instruction
- Virtual education (when appropriate)
- Hybrid service delivery

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- Experiential learning activities

Recommended Program Length

Independent Living Skills Training is individualized based on each participant's needs, service plan, funding requirements, and personal goals.

Services may be delivered:

- Weekly
- Multiple times per week
- Intensive short-term instruction
- Long-term skill development
- Customized service plans

Service Settings

Services may be delivered in:

- Participant homes
- Community settings
- Grocery stores
- Banks
- Libraries
- Restaurants
- Public transportation systems
- Community centers
- Pathway training facilities
- Virtual platforms (when appropriate)



Related Services

Participants may also benefit from:

- Community Integration Services
- Financial Wellness Academy™
- Communication for Success™
- Decision-Making for Life™
- Employment Readiness Boot Camp™
- Supported Employment
- Behavioral Support Services
- Psychosocial Rehabilitation

Curriculum Reference

See: Volume IV(B) – Independent Living Skills Training Curriculum (*Future Development*) for the complete instructor manual, participant workbook, lesson plans, competency assessments, and instructional resources.

Notes

Independent Living Skills Training is a foundational rehabilitation service that supports participants in achieving greater independence across all areas of daily life. While instruction is individualized, the program emphasizes practical skill development, real-world application, and measurable outcomes that enhance each participant's ability to live as independently and safely as possible within their chosen community.



Chapter 8

Home Management Skills

Academy:

Independent Living Academy

Curriculum Reference:

Volume IV(B) – Home Management Skills Curriculum (*Future Development*)

Program Description

Home Management Skills is a comprehensive independent living program designed to teach participants the knowledge, skills, and routines necessary to safely and effectively manage their home environment. The program emphasizes personal responsibility, organization, cleanliness, health, safety, and household maintenance while promoting increased independence and self-sufficiency.

Participants receive individualized instruction through hands-on learning, demonstrations, guided practice, and real-life application to develop the confidence and competence necessary to maintain a healthy, organized, and safe living environment.



Program Purpose

The purpose of Home Management Skills is to empower participants to independently manage the responsibilities of maintaining a safe, clean, organized, and functional home while promoting health, personal dignity, and overall quality of life.

The program prepares participants to successfully perform routine household responsibilities that support long-term independent living.

Target Population

Home Management Skills is designed for individuals who:

- Desire greater independence in their home.
 - Require instruction in household management.
 - Receive HCS or TxHmL services.
 - Receive behavioral health or rehabilitation services.
 - Are transitioning into independent or supported living.
 - Need assistance developing household routines.
 - Require support maintaining a healthy living environment.
 - Need instruction in home safety practices.
 - Desire increased personal responsibility.
-

Eligibility

Participants may be referred through:

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- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Community Rehabilitation Providers
- Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
- Schools and Transition Programs
- Veterans Organizations
- Self-Referral

Program Goals

Home Management Skills is designed to:

- Increase participant independence in managing a household.
- Develop consistent household routines.
- Improve cleanliness and organization.
- Promote healthy living environments.
- Strengthen personal responsibility.
- Improve household safety awareness.
- Reduce health and safety risks.
- Encourage pride in home ownership or tenancy.
- Promote long-term independent living.

Learning Objectives

Upon successful participation, individuals will be able to:

- Develop daily, weekly, and monthly household routines.

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- Maintain clean and organized living spaces.
- Perform basic household cleaning tasks.
- Safely operate common household appliances.
- Identify household safety hazards.
- Practice proper sanitation techniques.
- Organize personal belongings effectively.
- Complete basic household maintenance tasks within their ability.
- Develop time management skills related to home responsibilities.
- Demonstrate increased independence in maintaining their living environment.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Household cleanliness
- Organization
- Daily living independence
- Time management
- Home safety
- Personal responsibility
- Healthy living habits
- Routine development
- Confidence in managing household responsibilities
- Overall quality of life

Core Service Components

Home Management Skills training may include:

- Household cleaning techniques

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- Room organization
- Laundry and clothing care
- Kitchen cleaning and sanitation
- Bathroom cleaning and hygiene
- Bedroom organization
- Living area maintenance
- Trash disposal and recycling
- Household supply management
- Basic appliance operation
- Seasonal home maintenance awareness
- Household safety inspections
- Fire prevention education
- Emergency preparedness within the home
- Daily, weekly, and monthly chore scheduling

Delivery Formats

Services may be provided through:

- Individual instruction
- In-home training
- Community-based instruction
- Small group instruction
- Demonstration and modeling
- Guided practice
- Virtual instruction (when appropriate)
- Hybrid service delivery



Recommended Program Length

Home Management Skills training is individualized according to participant needs and service plan goals.

Services may include:

- Short-term skill development
- Ongoing independent living instruction
- Intensive in-home training
- Customized support plans

Service Settings

Services may be delivered in:

- Participant homes
- Supported living environments
- Group homes
- Community apartments
- Independent living settings
- Pathway training environments
- Community learning facilities
- Virtual platforms (when appropriate)

Related Services

Participants may also benefit from:

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- Independent Living Skills Training
- Money Management & Budgeting
- Health, Wellness & Personal Care
- Transportation & Community Mobility
- Community Integration Services
- Decision-Making for Life™
- Financial Wellness Academy™

Curriculum Reference

See: Volume IV(B) – Home Management Skills Curriculum (*Future Development*) for the complete instructor guide, participant workbook, lesson plans, home safety checklists, practical activities, competency assessments, and instructional resources.

Notes

Home Management Skills provides the practical foundation necessary for successful independent living. Participants learn through structured instruction and repeated practice in their own living environments whenever possible, allowing skills to be immediately applied and reinforced. The program emphasizes dignity, personal responsibility, and sustainable routines that contribute to long-term independence and community living success.



Chapter 9

Money Management & Budgeting

Academy:

Independent Living Academy

Curriculum Reference:

Volume IV(B) – Money Management & Budgeting Curriculum *(Future Development)*

Program Description

Money Management & Budgeting is a comprehensive financial literacy and independent living program designed to equip participants with the knowledge, skills, and confidence necessary to effectively manage personal finances and make informed financial decisions. The program emphasizes practical financial management skills that promote independence, financial stability, responsible spending, and long-term economic well-being.

Participants learn through hands-on activities, real-world budgeting exercises, individualized coaching, and practical application of financial concepts that support successful independent living.



Program Purpose

The purpose of Money Management & Budgeting is to empower participants to develop responsible financial habits that support independent living, reduce financial stress, improve decision-making, and increase long-term financial stability.

The program prepares participants to confidently manage income, expenses, savings, banking, and everyday financial responsibilities.

Target Population

Money Management & Budgeting is designed for individuals who:

- Desire greater financial independence.
 - Need assistance developing budgeting skills.
 - Receive HCS or TxHmL services.
 - Receive behavioral health or rehabilitation services.
 - Are transitioning into independent or supported living.
 - Are entering the workforce.
 - Desire improved financial decision-making.
 - Need assistance managing personal expenses.
 - Want to develop long-term financial goals.
-

Eligibility

Participants may be referred through:

- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)

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- Local Intellectual and Developmental Disability Authorities (LIDDAs)
 - Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
 - Workforce Solutions
 - Behavioral Health Organizations
 - Managed Care Organizations
 - Schools and Transition Programs
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Self-Referral
-

Program Goals

Money Management & Budgeting is designed to:

- Increase financial literacy.
 - Improve budgeting skills.
 - Promote responsible spending habits.
 - Encourage regular saving.
 - Improve understanding of banking services.
 - Strengthen financial decision-making.
 - Reduce financial risk.
 - Increase confidence in managing personal finances.
 - Promote financial independence.
 - Support long-term economic stability.
-

Learning Objectives

Upon successful participation, individuals will be able to:

- Develop and maintain a personal budget.

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- Differentiate between needs and wants.
 - Track income and expenses.
 - Demonstrate responsible spending habits.
 - Utilize banking services safely.
 - Understand checking and savings accounts.
 - Develop short-term and long-term savings goals.
 - Understand the importance of paying bills on time.
 - Recognize common financial scams and fraud.
 - Make informed financial decisions that support independent living.
-

Program Outcomes

Participants should demonstrate measurable improvements in:

- Budgeting skills
 - Financial literacy
 - Responsible spending
 - Savings habits
 - Banking knowledge
 - Bill payment management
 - Financial confidence
 - Decision-making
 - Financial independence
 - Long-term financial stability
-

Core Service Components

Money Management & Budgeting may include:

- Budget development

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- Income and expense tracking
- Goal setting
- Banking education
- Saving strategies
- Bill payment planning
- Credit awareness
- Responsible use of debit and credit cards
- Consumer education
- Shopping strategies
- Comparison shopping
- Financial safety and fraud prevention
- Basic tax awareness
- Financial record organization
- Financial planning for emergencies

Delivery Formats

Services may be provided through:

- Individual instruction
- Group workshops
- Classroom instruction
- Community-based instruction
- Virtual learning
- Hybrid service delivery
- Hands-on financial planning activities



Recommended Program Length

Money Management & Budgeting services are individualized based on participant needs and may be delivered as:

- Single-topic workshops
 - Multi-session financial literacy courses
 - Ongoing individualized coaching
 - Comprehensive budgeting programs
 - Customized contract-based services
-

Service Settings

Services may be delivered in:

- Participant homes
 - Community rehabilitation programs
 - Workforce Centers
 - Schools
 - Community centers
 - Libraries
 - Financial institutions (for educational purposes)
 - Pathway training facilities
 - Virtual platforms
-

Related Services

Participants may also benefit from:

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- Independent Living Skills Training
- Home Management Skills
- Health, Wellness & Personal Care
- Employment Readiness Boot Camp™
- Career Advancement Services
- Decision-Making for Life™
- Communication for Success™
- Community Integration Services

Curriculum Reference

See: Volume IV(B) – Money Management & Budgeting Curriculum *(Future Development)* for the complete instructor manual, participant workbook, budgeting worksheets, financial planning activities, assessments, and instructional resources.

Notes

Money Management & Budgeting is a foundational life skills program that supports participants in achieving financial independence and making informed financial decisions. Instruction is practical, individualized, and focused on real-world application, helping participants build habits that contribute to long-term stability and self-sufficiency. The program complements employment, independent living, and community integration services by reinforcing the financial skills needed to successfully manage everyday life.



Chapter 10

Transportation & Community Mobility

Academy:

Independent Living Academy

Curriculum Reference:

Volume IV(B) – Transportation & Community Mobility Curriculum *(Future Development)*

Program Description

Transportation & Community Mobility is a person-centered independent living program designed to help participants develop the knowledge, skills, and confidence necessary to safely access transportation and navigate their communities independently. The program promotes increased mobility, community participation, employment success, healthcare access, and social inclusion through individualized instruction and practical community-based experiences.

Participants receive hands-on instruction in transportation planning, pedestrian safety, public transit, rideshare services, travel training, community navigation, and transportation problem-solving to reduce transportation barriers and increase independence.



Program Purpose

The purpose of Transportation & Community Mobility is to increase participant independence by developing safe, reliable, and effective transportation skills that support employment, education, healthcare access, community participation, and everyday living.

The program empowers participants to confidently navigate their communities while making informed transportation decisions that promote safety, independence, and self-sufficiency.

Target Population

Transportation & Community Mobility is designed for individuals who:

- Need assistance accessing community resources.
 - Require instruction in transportation skills.
 - Receive HCS or TxHmL services.
 - Receive behavioral health or rehabilitation services.
 - Are preparing for employment.
 - Desire increased independence.
 - Need assistance learning public transportation systems.
 - Are transitioning into independent or supported living.
 - Experience transportation-related barriers.
 - Desire greater community participation.
-

Eligibility

Participants may be referred through:

- Home and Community-based Services (HCS)

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- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
- Workforce Solutions
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Schools and Transition Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Self-Referral

Program Goals

Transportation & Community Mobility is designed to:

- Increase transportation independence.
- Improve community navigation skills.
- Promote safe travel practices.
- Increase access to employment opportunities.
- Improve access to healthcare and community resources.
- Reduce transportation barriers.
- Strengthen travel planning and problem-solving skills.
- Increase confidence using various transportation options.
- Promote community inclusion.
- Improve overall quality of life.

Learning Objectives

Upon successful participation, individuals will be able to:

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- Identify transportation options available within their community.
- Develop safe travel plans for employment, medical appointments, education, and daily activities.
- Demonstrate safe pedestrian practices.
- Utilize public transportation systems when appropriate.
- Access rideshare and alternative transportation services.
- Read maps, schedules, and navigation applications.
- Demonstrate appropriate community safety awareness.
- Respond appropriately to transportation-related emergencies.
- Manage transportation expenses responsibly.
- Independently access community resources through effective transportation planning.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Transportation independence
- Community mobility
- Community participation
- Employment accessibility
- Safety awareness
- Problem-solving
- Travel planning
- Confidence
- Community inclusion
- Independent living skills

Core Service Components

Transportation & Community Mobility may include:

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- Transportation assessment
- Community orientation
- Public transit training
- Bus route planning
- Travel scheduling
- Ride coordination
- Rideshare education
- Pedestrian safety
- Bicycle safety awareness
- Transportation budgeting
- Community navigation
- Map reading
- GPS and mobile navigation applications
- Emergency transportation planning
- Stranger awareness and personal safety
- Transportation problem-solving

Delivery Formats

Services may be provided through:

- Individual instruction
- Community-based travel training
- Guided community outings
- Group instruction
- Field-based learning experiences
- Virtual education (when appropriate)
- Hybrid service delivery



Recommended Program Length

Transportation & Community Mobility services are individualized according to participant needs and service plan goals.

Programs may include:

- Introductory transportation instruction
- Community mobility training
- Employment travel training
- Ongoing travel coaching
- Customized service plans

Service Settings

Services may be delivered in:

- Community environments
- Public transportation systems
- Workforce Centers
- Employer locations
- Schools and colleges
- Shopping centers
- Healthcare facilities
- Community resource agencies
- Pathway training facilities
- Virtual platforms (when appropriate)

Related Services

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Participants may also benefit from:

- Independent Living Skills Training
- Home Management Skills
- Money Management & Budgeting
- Community Integration Services
- Employment Readiness Boot Camp™
- Employment Assistance
- Supported Employment
- Decision-Making for Life™

Curriculum Reference

See: Volume IV(B) – Transportation & Community Mobility Curriculum (*Future Development*) for the complete instructor manual, participant workbook, travel training activities, community navigation exercises, safety assessments, competency evaluations, and instructional resources.

Notes

Transportation & Community Mobility is a critical independent living service that directly supports successful employment, education, healthcare access, and community participation. By reducing transportation barriers and increasing confidence in community navigation, the program helps participants achieve greater independence and expanded opportunities. Instruction emphasizes real-world practice, individualized planning, and safe decision-making to prepare participants for independent travel across a variety of community settings.



Chapter 11

Health, Wellness & Personal Care

Academy:
Independent Living Academy

Curriculum Reference:
Volume IV(B) – Health, Wellness & Personal Care Curriculum (*Future Development*)

Program Description

Health, Wellness & Personal Care is a person-centered independent living program designed to help participants develop the knowledge, skills, and healthy habits necessary to maintain their physical, emotional, and personal well-being. The program promotes healthy lifestyle choices, preventive health practices, personal hygiene, nutrition, physical activity, stress management, and self-care routines that contribute to increased independence and an improved quality of life.

Participants receive individualized instruction through education, hands-on practice, coaching, and community-based learning experiences that encourage lifelong healthy habits while respecting each person's abilities, preferences, culture, and personal goals.



Program Purpose

The purpose of Health, Wellness & Personal Care is to promote healthier lifestyles by increasing participants' ability to independently manage their personal care, make informed health decisions, establish healthy daily routines, and actively participate in maintaining their overall well-being.

The program encourages prevention, self-management, and personal responsibility while supporting long-term independence and community living.

Target Population

Health, Wellness & Personal Care is designed for individuals who:

- Desire increased independence in managing their health.
 - Need instruction in personal hygiene and self-care.
 - Receive HCS or TxHmL services.
 - Receive behavioral health or rehabilitation services.
 - Are transitioning into independent or supported living.
 - Require assistance developing healthy daily routines.
 - Need support improving nutrition and wellness habits.
 - Desire greater independence in managing personal health responsibilities.
 - Want to improve their overall quality of life.
-



Eligibility

Participants may be referred through:

- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
- Schools and Transition Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Self-Referral

Program Goals

Health, Wellness & Personal Care is designed to:

- Improve personal hygiene practices.
- Promote healthy daily routines.
- Increase knowledge of nutrition and healthy eating.
- Encourage regular physical activity appropriate to individual abilities.
- Improve personal health awareness.
- Promote emotional wellness and stress management.
- Increase understanding of preventive healthcare.
- Strengthen self-care habits.
- Improve personal confidence and self-esteem.
- Enhance overall quality of life.



Learning Objectives

Upon successful participation, individuals will be able to:

- Demonstrate appropriate personal hygiene practices.
- Establish consistent daily self-care routines.
- Make healthier food and nutrition choices.
- Participate in physical wellness activities appropriate to their abilities.
- Identify strategies for managing stress and supporting emotional wellness.
- Recognize the importance of preventive healthcare and routine medical appointments.
- Demonstrate safe personal care practices.
- Organize personal wellness goals and healthy lifestyle plans.
- Practice healthy sleep habits and daily routines.
- Identify community resources that support health and wellness.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Personal hygiene
- Health awareness
- Nutrition knowledge
- Healthy lifestyle habits
- Self-care independence
- Emotional wellness
- Physical wellness
- Daily routine consistency
- Confidence
- Overall quality of life



Core Service Components

Health, Wellness & Personal Care may include:

- Personal hygiene instruction
- Grooming and appearance
- Healthy nutrition education
- Meal planning for wellness
- Physical activity and exercise education
- Stress management techniques
- Emotional wellness education
- Healthy sleep habits
- Preventive healthcare education
- Medication self-management education (*within participant ability and provider scope; not medical treatment or advice*)
- Healthy relationship between physical and mental wellness
- Personal wellness planning
- Community wellness resources
- Safety and healthy lifestyle choices

Delivery Formats

Services may be provided through:

- Individual instruction
- Group education
- Community-based instruction
- Wellness workshops
- Hands-on demonstrations
- Virtual instruction (when appropriate)
- Hybrid service delivery



Recommended Program Length

Health, Wellness & Personal Care services are individualized based on participant needs and may be delivered through:

- Individual wellness coaching
 - Multi-session health education programs
 - Ongoing independent living instruction
 - Customized wellness support plans
 - Contract-specific service delivery
-

Service Settings

Services may be delivered in:

- Participant homes
 - Community settings
 - Community recreation facilities
 - Wellness centers
 - Community rehabilitation programs
 - Educational institutions
 - Pathway training facilities
 - Virtual platforms
 - Community partner locations
-

Related Services

Participants may also benefit from:

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- Independent Living Skills Training
- Home Management Skills
- Money Management & Budgeting
- Transportation & Community Mobility
- Behavioral Support Services
- Psychosocial Rehabilitation
- Community Integration Services
- Employment Readiness Boot Camp™

Curriculum Reference

See: Volume IV(B) – Health, Wellness & Personal Care Curriculum (*Future Development*) for the complete instructor manual, participant workbook, wellness activities, self-care exercises, assessments, competency evaluations, and instructional resources.

Notes

Health, Wellness & Personal Care recognizes that successful independent living extends beyond managing a home or maintaining employment. Participants who establish healthy routines, practice effective self-care, and make informed wellness decisions are better positioned to achieve long-term independence, sustain employment, participate in their communities, and improve their overall quality of life. The program emphasizes education, skill development, and empowerment while remaining within the scope of non-clinical rehabilitation and independent living services.



SECTION III

Behavioral Health Services

Chapter 12

Behavioral Support Services

Academy:

Behavioral Health Academy

Curriculum Reference:

Volume IV(C) – Pathway Behavioral Health Academy™ Instructor Manual

Program Description

Behavioral Support Services is a person-centered, strengths-based rehabilitation program designed to assist participants in developing positive behavioral, emotional, social, and adaptive skills that promote independence, community participation, successful employment, and an improved quality of life.

The program focuses on teaching practical strategies that help participants recognize behavioral triggers, strengthen emotional regulation, improve interpersonal communication, develop effective coping skills, increase self-awareness, and respond appropriately to everyday challenges.

Behavioral Support Services emphasizes skill development, prevention, and positive behavior change through education, coaching, structured practice, and individualized support while respecting each participant's personal goals, culture, abilities, and preferences.



Program Purpose

The purpose of Behavioral Support Services is to help participants develop the behavioral, emotional, and interpersonal skills necessary to successfully function at home, in the workplace, and throughout the community while promoting independence, personal responsibility, and positive community integration.

The program seeks to reduce behavioral barriers that interfere with achieving personal, educational, vocational, and independent living goals.

Target Population

Behavioral Support Services is designed for individuals who:

- Experience behavioral challenges that affect daily functioning.
 - Need assistance developing positive coping strategies.
 - Require instruction in emotional regulation.
 - Receive HCS or TxHmL services.
 - Receive behavioral health or rehabilitation services.
 - Participate in Vocational Rehabilitation services.
 - Experience difficulty with interpersonal relationships.
 - Need support improving social interactions.
 - Desire increased independence and community participation.
 - Require individualized behavioral skill development.
-



Eligibility

Participants may be referred through:

- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
- Schools and Transition Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Community-Based Organizations
- Self-Referral (where appropriate)

Program Goals

Behavioral Support Services is designed to:

- Increase emotional regulation skills.
- Promote positive behavioral choices.
- Improve interpersonal relationships.
- Strengthen communication skills.
- Develop healthy coping strategies.
- Increase self-awareness.
- Improve conflict resolution abilities.
- Reduce behavioral barriers affecting independence.
- Promote successful participation in employment and community activities.
- Improve overall quality of life.



Learning Objectives

Upon successful participation, individuals will be able to:

- Identify personal strengths and behavioral triggers.
- Demonstrate healthy coping strategies.
- Practice emotional regulation techniques.
- Apply effective communication skills.
- Resolve interpersonal conflicts appropriately.
- Demonstrate positive problem-solving skills.
- Respond appropriately to stressful situations.
- Strengthen self-advocacy and personal responsibility.
- Develop individualized behavioral success strategies.
- Demonstrate improved behavioral functioning across home, work, and community settings.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Emotional regulation
- Behavioral self-management
- Coping skills
- Communication
- Conflict resolution
- Social interaction
- Self-awareness
- Community participation
- Employment readiness
- Independent functioning



Core Service Components

Behavioral Support Services may include:

- Behavioral skill development
- Emotional regulation instruction
- Coping skills training
- Positive behavior reinforcement
- Communication skills development
- Conflict resolution education
- Stress management
- Anger management techniques
- Self-advocacy instruction
- Problem-solving strategies
- Goal setting
- Community behavior coaching
- Workplace behavior preparation
- Family and caregiver collaboration (when appropriate and authorized)
- Progress monitoring and skill reinforcement

Delivery Formats

Services may be provided through:

- Individual instruction
- Small group instruction
- Community-based rehabilitation
- Classroom education
- Virtual instruction (when appropriate)
- Hybrid service delivery
- Family education sessions (when appropriate)



Recommended Program Length

Behavioral Support Services are individualized according to participant needs, service plan goals, and funding source requirements.

Services may include:

- Short-term behavioral skill development
- Ongoing behavioral rehabilitation
- Intensive community-based instruction
- Customized behavioral support plans

Service Settings

Services may be delivered in:

- Participant homes
- Community settings
- Community rehabilitation programs
- Schools
- Employer locations (when appropriate)
- Pathway training facilities
- Behavioral health organizations
- Virtual platforms
- Other approved community environments



Related Services

Participants may also benefit from:

- Psychosocial Rehabilitation
- Independent Living Skills Training
- Community Integration Services
- Employment Readiness Boot Camp™
- Supported Employment
- Job Coaching
- Communication for Success™
- Decision-Making for Life™
- Health, Wellness & Personal Care

Curriculum Reference

See: Volume IV(C) – Behavioral Support Services Curriculum (*Future Development*) for the complete instructor manual, participant workbook, facilitator activities, behavioral skill-building exercises, competency assessments, and instructional resources.

Notes

Behavioral Support Services is a non-clinical rehabilitation program focused on teaching practical behavioral and interpersonal skills that increase independence and community success. Services are educational and rehabilitative in nature and are intended to complement, not replace, clinical mental health treatment or therapy when such services are needed. The program emphasizes strengths, skill development, and person-centered support to help participants achieve meaningful personal, vocational, and community outcomes.



Chapter 13

Psychosocial Rehabilitation

Academy:

Behavioral Health Academy

Curriculum Reference:

Volume IV(C) – Psychosocial Rehabilitation Curriculum *(Future Development)*

Program Description

Psychosocial Rehabilitation is a person-centered, recovery-oriented rehabilitation program designed to help participants develop and strengthen the emotional, cognitive, social, and daily living skills necessary to achieve greater independence and successfully participate in their homes, workplaces, and communities.

The program focuses on teaching practical life skills that promote recovery, resilience, personal growth, community integration, and improved quality of life. Services emphasize skill development rather than symptom treatment, empowering participants to build confidence, increase self-sufficiency, strengthen relationships, and achieve meaningful personal goals.

Instruction is individualized and delivered through education, coaching, guided practice, community-based learning, and structured skill-building activities that support long-term recovery and community success.



Program Purpose

The purpose of Psychosocial Rehabilitation is to assist participants in developing the practical life skills, interpersonal abilities, coping strategies, and community living skills necessary to maximize independence, promote recovery, improve daily functioning, and increase successful participation in meaningful life activities.

The program supports participants in achieving personal, vocational, educational, and community-based goals while fostering hope, self-determination, and resilience.

Target Population

Psychosocial Rehabilitation is designed for individuals who:

- Experience behavioral health conditions that impact daily functioning.
 - Desire increased independence and community participation.
 - Need assistance strengthening social, emotional, or daily living skills.
 - Receive behavioral health rehabilitation services.
 - Receive HCS or TxHmL services.
 - Participate in Vocational Rehabilitation services.
 - Are transitioning into independent or supported living.
 - Need structured skill development to support recovery.
 - Experience barriers to employment, education, or community involvement.
 - Desire improved quality of life through recovery-oriented rehabilitation.
-

Eligibility

Participants may be referred through:

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- Behavioral Health Organizations
 - Local Mental Health Authorities (LMHAs)
 - Managed Care Organizations (MCOs)
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Local Intellectual and Developmental Disability Authorities (LIDDAs)
 - Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
 - Community Rehabilitation Providers
 - Hospitals and Community-Based Organizations
 - Veterans Organizations
 - Self-Referral (where appropriate)
-

Program Goals

Psychosocial Rehabilitation is designed to:

- Increase independent functioning.
 - Strengthen recovery-oriented life skills.
 - Improve emotional wellness.
 - Develop effective coping strategies.
 - Enhance communication and interpersonal relationships.
 - Increase community participation.
 - Improve decision-making and problem-solving abilities.
 - Promote employment readiness and educational participation.
 - Strengthen self-advocacy and self-determination.
 - Improve overall quality of life.
-

Learning Objectives

Upon successful participation, individuals will be able to:

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- Demonstrate improved daily living and community living skills.
- Utilize healthy coping strategies during stressful situations.
- Apply effective communication and interpersonal skills.
- Develop and maintain healthy routines.
- Identify personal strengths and recovery goals.
- Demonstrate appropriate problem-solving and decision-making skills.
- Participate more independently in community activities.
- Strengthen self-advocacy and personal responsibility.
- Develop strategies for maintaining progress toward recovery goals.
- Increase confidence in managing everyday responsibilities.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Independent functioning
- Emotional wellness
- Recovery skills
- Communication
- Social interaction
- Coping strategies
- Community participation
- Employment readiness
- Self-confidence
- Overall quality of life

Core Service Components

Psychosocial Rehabilitation may include:

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- Recovery education
- Daily living skill development
- Emotional wellness education
- Coping skills training
- Communication and interpersonal skills
- Social skills development
- Community integration activities
- Problem-solving instruction
- Decision-making education
- Goal setting and action planning
- Wellness and recovery planning
- Self-advocacy instruction
- Stress management
- Relapse prevention education (*when appropriate within the rehabilitation scope*)
- Skill reinforcement and progress monitoring

Delivery Formats

Services may be provided through:

- Individual rehabilitation sessions
- Group rehabilitation programs
- Community-based rehabilitation
- Classroom instruction
- Skills workshops
- Virtual instruction (when appropriate)
- Hybrid service delivery

Recommended Program Length

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Psychosocial Rehabilitation services are individualized according to participant needs, service plan goals, and funding source requirements.

Services may include:

- Short-term rehabilitation
- Ongoing skill development
- Intensive community-based rehabilitation
- Customized rehabilitation plans

Service Settings

Services may be delivered in:

- Participant homes
- Community rehabilitation programs
- Behavioral health facilities
- Community centers
- Educational settings
- Employer locations (when appropriate)
- Pathway training facilities
- Virtual platforms
- Other approved community locations

Related Services

Participants may also benefit from:

- Behavioral Support Services
- Independent Living Skills Training

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- Community Integration Services
- Employment Readiness Boot Camp™
- Supported Employment
- Health, Wellness & Personal Care
- Communication for Success™
- Decision-Making for Life™
- Healthy Relationships™

Curriculum Reference

See: Volume IV(C) – Psychosocial Rehabilitation Curriculum (*Future Development*) for the complete instructor manual, participant workbook, facilitator guide, recovery-focused learning activities, assessments, competency evaluations, and instructional resources.

Notes

Psychosocial Rehabilitation is a non-clinical, recovery-oriented rehabilitation service designed to help participants strengthen the skills necessary to live meaningful, productive, and independent lives. The program complements clinical treatment by focusing on practical skill development, community participation, employment readiness, and long-term recovery. Services are individualized, strengths-based, and centered on each participant's goals, preferences, and vision for success.



Chapter 14

Emotional Wellness & Recovery

Academy:

Behavioral Health Academy

Curriculum Reference:

Volume IV(C) – Emotional Wellness & Recovery Curriculum *(Future Development)*

Program Description

Emotional Wellness & Recovery is a person-centered, strengths-based rehabilitation program designed to help participants develop the knowledge, skills, and strategies necessary to improve emotional well-being, build resilience, and support long-term recovery. The program emphasizes emotional awareness, healthy coping strategies, stress management, self-care, resilience, and recovery planning while promoting independence, personal growth, and meaningful community participation.

Participants engage in structured educational activities, guided self-reflection, practical skill-building exercises, and individualized coaching that encourage emotional wellness and strengthen their ability to successfully manage everyday life challenges.

The program is educational and rehabilitative in nature and is designed to complement, not replace, clinical mental health treatment when such services are needed.



Program Purpose

The purpose of Emotional Wellness & Recovery is to empower participants to develop healthy emotional wellness practices, strengthen resilience, improve self-awareness, and build practical recovery skills that support independent living, successful employment, healthy relationships, and overall quality of life.

The program promotes hope, personal empowerment, and lifelong recovery through education, skill development, and person-centered planning.

Target Population

Emotional Wellness & Recovery is designed for individuals who:

- Desire to improve emotional wellness.
 - Are participating in recovery-oriented services.
 - Experience emotional challenges affecting daily life.
 - Receive behavioral health rehabilitation services.
 - Receive HCS or TxHmL services.
 - Participate in Vocational Rehabilitation services.
 - Desire improved coping and stress management skills.
 - Want to strengthen resilience and emotional well-being.
 - Seek increased independence and personal growth.
 - Benefit from structured wellness education.
-

Eligibility

Participants may be referred through:

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- Behavioral Health Organizations
 - Local Mental Health Authorities (LMHAs)
 - Managed Care Organizations (MCOs)
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Local Intellectual and Developmental Disability Authorities (LIDDAs)
 - Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Community-Based Organizations
 - Self-Referral (where appropriate)
-

Program Goals

Emotional Wellness & Recovery is designed to:

- Increase emotional self-awareness.
 - Strengthen healthy coping strategies.
 - Promote resilience and recovery.
 - Improve stress management skills.
 - Encourage healthy self-care routines.
 - Strengthen emotional regulation.
 - Increase confidence and self-esteem.
 - Promote personal responsibility.
 - Support independent living and community participation.
 - Improve overall emotional well-being.
-

Learning Objectives

Upon successful participation, individuals will be able to:

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- Identify emotions and emotional triggers.
- Demonstrate healthy coping strategies.
- Develop individualized wellness and recovery plans.
- Apply stress management techniques.
- Practice emotional regulation skills.
- Identify personal strengths and recovery supports.
- Develop healthy self-care routines.
- Recognize early warning signs of emotional distress.
- Utilize community and natural supports appropriately.
- Demonstrate increased confidence in managing emotional wellness.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Emotional wellness
- Recovery skills
- Emotional regulation
- Stress management
- Self-awareness
- Self-confidence
- Coping abilities
- Personal resilience
- Community participation
- Overall quality of life

Core Service Components

Emotional Wellness & Recovery may include:

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- Emotional awareness education
- Stress management training
- Healthy coping skills development
- Self-care planning
- Wellness and recovery planning
- Resilience-building activities
- Positive thinking and mindset development
- Mindfulness and relaxation techniques
- Goal setting and motivation
- Personal strengths identification
- Recovery support planning
- Emotional communication skills
- Lifestyle balance education
- Community support resource education
- Progress monitoring and skill reinforcement

Delivery Formats

Services may be provided through:

- Individual rehabilitation sessions
- Group wellness classes
- Community-based instruction
- Educational workshops
- Virtual learning (when appropriate)
- Hybrid service delivery
- Peer-supported educational groups (when appropriate)

Recommended Program Length

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Emotional Wellness & Recovery services are individualized according to participant goals, service plans, and funding requirements.

Programs may include:

- Short-term wellness education
- Multi-session recovery programs
- Ongoing rehabilitation support
- Customized wellness plans

Service Settings

Services may be delivered in:

- Community rehabilitation programs
- Behavioral health organizations
- Participant homes
- Community centers
- Educational facilities
- Pathway training facilities
- Virtual platforms
- Other approved community locations

Related Services

Participants may also benefit from:

- Psychosocial Rehabilitation
- Behavioral Support Services
- Health, Wellness & Personal Care

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- Independent Living Skills Training
- Community Integration Services
- Communication for Success™
- Healthy Relationships™
- Decision-Making for Life™

Curriculum Reference

See: Volume IV(C) – Emotional Wellness & Recovery Curriculum (*Future Development*) for the complete instructor manual, participant workbook, wellness exercises, recovery planning tools, facilitator resources, assessments, and competency evaluations.

Notes

Emotional Wellness & Recovery reflects Pathway’s belief that emotional wellness is an essential component of independence, employment success, healthy relationships, and community participation. The program emphasizes education, skill development, and resilience while remaining within the scope of non-clinical rehabilitation services. Participants are encouraged to build upon their strengths, develop sustainable wellness habits, and actively pursue meaningful personal goals within a supportive, recovery-oriented environment.



Chapter 15

Social Skills Development

Academy:

Behavioral Health Academy

Curriculum Reference:

Volume IV(C) – Social Skills Development Curriculum *(Future Development)*

Program Description

Social Skills Development is a person-centered rehabilitation program designed to help participants strengthen the interpersonal, communication, and relationship-building skills necessary for successful interaction in home, work, school, and community settings. The program emphasizes respectful communication, social awareness, emotional intelligence, conflict resolution, teamwork, relationship building, and appropriate social behavior.

Participants engage in structured learning experiences, role-playing activities, guided discussions, community-based practice, and individualized coaching to develop practical social skills that promote confidence, independence, healthy relationships, and successful community integration.

The program focuses on teaching observable, measurable skills that participants can apply in everyday situations while respecting each individual's communication style, culture, strengths, and personal goals.



Program Purpose

The purpose of Social Skills Development is to improve participants' ability to build and maintain healthy relationships, communicate effectively, interact appropriately in a variety of settings, and confidently participate in their communities while promoting independence, employment success, and overall quality of life.

Target Population

Social Skills Development is designed for individuals who:

- Desire to improve communication skills.
 - Experience difficulty developing or maintaining relationships.
 - Need assistance understanding appropriate social interactions.
 - Receive behavioral health rehabilitation services.
 - Receive HCS or TxHmL services.
 - Participate in Vocational Rehabilitation services.
 - Are transitioning into employment or independent living.
 - Desire increased confidence in social settings.
 - Need support strengthening interpersonal relationships.
 - Benefit from structured social skills instruction.
-

Eligibility

Participants may be referred through:

- Behavioral Health Organizations
- Local Mental Health Authorities (LMHAs)
- Managed Care Organizations (MCOs)

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- Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Local Intellectual and Developmental Disability Authorities (LIDDAs)
 - Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
 - Schools and Transition Programs
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Community-Based Organizations
 - Self-Referral (where appropriate)
-

Program Goals

Social Skills Development is designed to:

- Improve interpersonal communication.
 - Strengthen relationship-building skills.
 - Increase emotional intelligence.
 - Improve active listening skills.
 - Develop teamwork and collaboration.
 - Strengthen conflict resolution abilities.
 - Increase confidence during social interactions.
 - Improve workplace communication.
 - Promote positive community participation.
 - Enhance overall social functioning.
-

Learning Objectives

Upon successful participation, individuals will be able to:

- Demonstrate respectful verbal and nonverbal communication.

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- Practice active listening techniques.
- Initiate and maintain appropriate conversations.
- Demonstrate empathy and respect for others.
- Resolve interpersonal conflicts using healthy communication strategies.
- Work cooperatively with others toward shared goals.
- Recognize appropriate social boundaries.
- Adapt communication to different environments and situations.
- Build and maintain positive personal and professional relationships.
- Demonstrate increased confidence in social and community settings.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Communication skills
- Social confidence
- Relationship development
- Teamwork
- Conflict resolution
- Active listening
- Emotional intelligence
- Workplace interactions
- Community participation
- Independent social functioning

Core Service Components

Social Skills Development may include:

- Verbal and nonverbal communication

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- Active listening
- Conversation skills
- Social etiquette
- Professional communication
- Teamwork and collaboration
- Relationship building
- Conflict resolution
- Emotional intelligence
- Respecting personal boundaries
- Cultural awareness and respect
- Problem-solving in social situations
- Community interaction practice
- Workplace communication
- Peer interaction activities

Delivery Formats

Services may be provided through:

- Individual instruction
- Small group instruction
- Classroom-based learning
- Community-based instruction
- Role-playing exercises
- Interactive workshops
- Virtual instruction (when appropriate)
- Hybrid service delivery

Recommended Program Length

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Social Skills Development services are individualized based on participant goals and service plan requirements.

Programs may include:

- Short-term communication workshops
- Multi-session social skills training
- Ongoing rehabilitation services
- Community-based practice sessions
- Customized service plans

Service Settings

Services may be delivered in:

- Community rehabilitation programs
- Community settings
- Educational institutions
- Participant homes
- Employer locations (when appropriate)
- Community centers
- Pathway training facilities
- Virtual platforms
- Other approved community environments

Related Services

Participants may also benefit from:

- Behavioral Support Services

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- Psychosocial Rehabilitation
- Emotional Wellness & Recovery
- Communication for Success™
- Healthy Relationships™
- Employment Readiness Boot Camp™
- Supported Employment
- Community Integration Services
- Leadership Development Academy™

Curriculum Reference

See: Volume IV(C) – Social Skills Development Curriculum (*Future Development*) for the complete instructor manual, participant workbook, facilitator activities, communication exercises, role-play scenarios, competency assessments, and instructional resources.

Notes

Social Skills Development is a foundational rehabilitation program that supports success across every area of Pathway’s service continuum. Strong interpersonal skills contribute to successful employment, healthy relationships, independent living, leadership development, and meaningful community participation. The program emphasizes practical application through real-world scenarios, structured practice, and individualized coaching, enabling participants to transfer learned skills into everyday interactions.



Chapter 16

Coping Skills & Emotional Regulation

Academy:

Behavioral Health Academy

Curriculum Reference:

Volume IV(C) – Coping Skills & Emotional Regulation Curriculum *(Future Development)*

Program Description

Coping Skills & Emotional Regulation is a person-centered rehabilitation program designed to help participants develop practical strategies for recognizing, understanding, and appropriately managing emotions while responding effectively to life's everyday challenges. The program emphasizes emotional awareness, resilience, self-control, stress reduction, problem-solving, healthy decision-making, and adaptive coping strategies that promote independence, healthy relationships, successful employment, and community participation.

Participants engage in structured learning activities, guided self-reflection, role-playing, skill practice, and individualized coaching to strengthen emotional regulation and develop healthy responses to difficult situations. Instruction is educational and rehabilitative in nature and is intended to complement, not replace, clinical mental health treatment when such services are needed.



Program Purpose

The purpose of Coping Skills & Emotional Regulation is to empower participants with practical skills that improve emotional awareness, strengthen self-management, reduce the impact of stress, and increase the ability to respond constructively to personal, social, educational, and workplace challenges.

The program promotes emotional resilience, self-confidence, and healthy decision-making while supporting long-term independence and overall well-being.

Target Population

Coping Skills & Emotional Regulation is designed for individuals who:

- Desire to improve emotional self-management.
 - Experience difficulty managing stress or frustration.
 - Need assistance developing healthy coping strategies.
 - Receive behavioral health rehabilitation services.
 - Receive HCS or TxHmL services.
 - Participate in Vocational Rehabilitation services.
 - Desire increased emotional resilience.
 - Experience behavioral or emotional barriers to independence.
 - Want to improve relationships and communication.
 - Benefit from structured emotional skill development.
-

Eligibility

Participants may be referred through:

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- Behavioral Health Organizations
 - Local Mental Health Authorities (LMHAs)
 - Managed Care Organizations (MCOs)
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Local Intellectual and Developmental Disability Authorities (LIDDAs)
 - Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
 - Schools and Transition Programs
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Community-Based Organizations
 - Self-Referral (where appropriate)
-

Program Goals

Coping Skills & Emotional Regulation is designed to:

- Increase emotional awareness.
 - Strengthen emotional regulation skills.
 - Improve stress management.
 - Develop healthy coping strategies.
 - Promote positive decision-making.
 - Improve resilience during challenging situations.
 - Reduce emotional barriers affecting daily functioning.
 - Increase confidence in managing emotions.
 - Promote healthy interpersonal relationships.
 - Improve overall emotional well-being.
-

Learning Objectives



Upon successful participation, individuals will be able to:

- Recognize and identify emotions and emotional triggers.
- Demonstrate healthy coping strategies in everyday situations.
- Apply emotional regulation techniques during stressful experiences.
- Utilize relaxation and stress-reduction strategies.
- Demonstrate healthy problem-solving skills.
- Make thoughtful decisions during emotionally challenging situations.
- Practice self-control and impulse management.
- Develop a personalized emotional wellness plan.
- Identify natural and community supports for emotional wellness.
- Demonstrate increased confidence in managing emotions independently.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Emotional regulation
- Stress management
- Coping abilities
- Emotional awareness
- Decision-making
- Resilience
- Self-confidence
- Problem-solving
- Relationship stability
- Overall quality of life

Core Service Components

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Coping Skills & Emotional Regulation may include:

- Emotional awareness education
- Identification of emotional triggers
- Healthy coping strategy development
- Stress reduction techniques
- Relaxation exercises
- Mindfulness and grounding skills
- Problem-solving instruction
- Decision-making strategies
- Impulse control techniques
- Emotional communication skills
- Self-reflection activities
- Personal wellness planning
- Goal setting
- Community support identification
- Skill reinforcement and progress monitoring

Delivery Formats

Services may be provided through:

- Individual rehabilitation sessions
- Group skill-building classes
- Community-based instruction
- Educational workshops
- Interactive exercises
- Virtual instruction (when appropriate)
- Hybrid service delivery



Recommended Program Length

Coping Skills & Emotional Regulation services are individualized according to participant goals, service plans, and funding requirements.

Programs may include:

- Short-term coping skills workshops
- Multi-session emotional regulation training
- Ongoing rehabilitation support
- Customized emotional wellness plans

Service Settings

Services may be delivered in:

- Community rehabilitation programs
- Behavioral health organizations
- Participant homes
- Community centers
- Educational institutions
- Pathway training facilities
- Virtual platforms
- Other approved community settings

Related Services

Participants may also benefit from:

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- Behavioral Support Services
- Psychosocial Rehabilitation
- Emotional Wellness & Recovery
- Social Skills Development
- Health, Wellness & Personal Care
- Communication for Success™
- Healthy Relationships™
- Employment Readiness Boot Camp™

Curriculum Reference

See: Volume IV(C) – Coping Skills & Emotional Regulation Curriculum (*Future Development*) for the complete instructor manual, participant workbook, facilitator guide, emotional regulation activities, coping skills exercises, competency assessments, and instructional resources.

Notes

Coping Skills & Emotional Regulation provides participants with practical tools for managing emotions, navigating stress, and responding effectively to life's challenges. The program emphasizes skill development, resilience, and self-management while remaining within the scope of non-clinical rehabilitation services. These skills support success across all areas of life, including employment, education, independent living, relationships, and community participation.



SECTION IV

Community Integration Services

Chapter 17

Community Participation

Academy:

Community Integration Academy

Curriculum Reference:

Volume IV(D) – Community Participation Curriculum *(Future Development)*

Program Description

Community Participation is a person-centered rehabilitation program designed to help participants develop the knowledge, confidence, and practical skills necessary to actively engage in their communities. The program promotes meaningful participation in civic, recreational, educational, cultural, volunteer, faith-based, and social activities while encouraging independence, inclusion, and personal growth.

Participants receive individualized instruction through community-based learning, guided experiences, skill-building activities, and coaching that help them identify community resources, establish natural supports, build relationships, and confidently participate in community life.

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The program recognizes that meaningful community involvement contributes to improved independence, emotional well-being, employment success, social connectedness, and overall quality of life.

Program Purpose

The purpose of Community Participation is to empower participants to become active, engaged members of their communities by increasing confidence, independence, social inclusion, and access to community resources, activities, and opportunities.

The program supports participants in developing the skills necessary to build meaningful relationships, participate in community life, and achieve greater independence through active engagement.

Target Population

Community Participation is designed for individuals who:

- Desire increased community involvement.
 - Experience barriers to community participation.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Participate in Vocational Rehabilitation services.
 - Are transitioning into independent living.
 - Need support accessing community resources.
 - Desire increased social interaction.
 - Want to build natural community supports.
 - Seek greater independence and inclusion.
-



Eligibility

Participants may be referred through:

- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
- Schools and Transition Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Community-Based Organizations
- Self-Referral (where appropriate)

Program Goals

Community Participation is designed to:

- Increase participation in community activities.
- Promote social inclusion.
- Develop natural support systems.
- Improve confidence in community settings.
- Increase awareness of community resources.
- Encourage civic engagement and volunteerism.
- Strengthen independent decision-making.
- Promote healthy recreation and leisure activities.
- Increase self-advocacy in community settings.
- Improve overall quality of life.



Learning Objectives

Upon successful participation, individuals will be able to:

- Identify community resources that support personal goals.
- Participate safely and appropriately in community activities.
- Build positive relationships within the community.
- Utilize community resources independently.
- Demonstrate appropriate social and community etiquette.
- Participate in volunteer, recreational, educational, or civic activities.
- Develop confidence when interacting in unfamiliar community settings.
- Advocate for personal needs while participating in community activities.
- Demonstrate responsible community citizenship.
- Develop an individualized Community Participation Plan.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Community participation
- Social inclusion
- Confidence
- Community resource utilization
- Relationship building
- Independent functioning
- Self-advocacy
- Recreation and leisure participation
- Civic engagement
- Overall quality of life



Core Service Components

Community Participation may include:

- Community resource exploration
- Volunteer opportunities
- Civic engagement education
- Recreation and leisure planning
- Community event participation
- Faith-based and cultural activity exploration (based on participant preference)
- Library and community center orientation
- Community safety education
- Social participation coaching
- Community navigation
- Goal setting
- Relationship building
- Community etiquette
- Self-advocacy in public settings
- Community participation planning

Delivery Formats

Services may be provided through:

- Individual instruction
- Community-based rehabilitation
- Small group activities
- Guided community outings
- Educational workshops
- Volunteer experiences
- Virtual instruction (when appropriate)
- Hybrid service delivery

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Recommended Program Length

Community Participation services are individualized according to participant goals, interests, service plans, and funding requirements.

Programs may include:

- Short-term community orientation
- Ongoing community integration services
- Community-based rehabilitation
- Customized participation plans

Service Settings

Services may be delivered in:

- Community centers
- Libraries
- Parks and recreation facilities
- Museums
- Educational institutions
- Volunteer organizations
- Faith-based organizations (participant choice)
- Retail and commercial environments
- Government facilities
- Pathway training facilities
- Virtual community programs (when appropriate)



Related Services

Participants may also benefit from:

- Independent Living Skills Training
- Transportation & Community Mobility
- Behavioral Support Services
- Social Skills Development
- Psychosocial Rehabilitation
- Employment Readiness Boot Camp™
- Healthy Relationships™
- Leadership Development Academy™

Curriculum Reference

See: Volume IV(D) – Community Participation Curriculum (*Future Development*) for the complete instructor manual, participant workbook, community activity guides, facilitator resources, competency assessments, and instructional materials.

Notes

Community Participation reflects Pathway’s commitment to promoting full community inclusion and meaningful engagement beyond employment and independent living. Participants are encouraged to explore opportunities that align with their personal interests, cultural backgrounds, values, and goals while developing the confidence and skills needed to become active, contributing members of their communities. The program emphasizes participant choice, dignity, and self-determination, ensuring that community involvement is both meaningful and personally rewarding.



Chapter 18

Community Safety

Academy:

Community Integration Academy

Curriculum Reference:

Volume IV(D) – Community Safety Curriculum *(Future Development)*

Program Description

Community Safety is a person-centered rehabilitation program designed to help participants develop the knowledge, awareness, and practical skills necessary to safely navigate their homes, workplaces, public environments, and online communities. The program emphasizes personal safety, situational awareness, emergency preparedness, digital safety, public transportation safety, personal boundaries, and informed decision-making while promoting confidence, independence, and responsible community participation.

Participants receive instruction through education, community-based practice, scenario-based learning, guided discussions, role-playing, and individualized coaching that prepares them to recognize potential risks, make safe choices, respond appropriately during emergencies, and confidently participate in everyday community activities.



Program Purpose

The purpose of Community Safety is to increase participant confidence and independence by teaching practical safety skills that reduce risk, strengthen decision-making, promote personal responsibility, and support safe participation in community life.

The program prepares participants to identify hazards, respond appropriately to emergencies, protect personal information, establish healthy boundaries, and safely access community resources.

Target Population

Community Safety is designed for individuals who:

- Desire increased confidence while navigating the community.
 - Need instruction in personal safety and risk awareness.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Participate in Vocational Rehabilitation services.
 - Are transitioning into independent or supported living.
 - Need assistance recognizing unsafe situations.
 - Desire greater community independence.
 - Benefit from structured safety education.
 - Require individualized community safety instruction.
-

Eligibility

Participants may be referred through:

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- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Texas Workforce Commission – Vocational Rehabilitation (when appropriate)
- Schools and Transition Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Community-Based Organizations
- Self-Referral (where appropriate)

Program Goals

Community Safety is designed to:

- Increase personal safety awareness.
- Improve decision-making in community settings.
- Strengthen emergency preparedness.
- Promote safe community participation.
- Increase confidence when traveling independently.
- Teach digital and online safety practices.
- Promote healthy personal boundaries.
- Improve problem-solving during unexpected situations.
- Reduce safety-related risks.
- Support long-term independent community living.

Learning Objectives

Upon successful participation, individuals will be able to:

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- Identify common safety risks in home, work, and community environments.
- Demonstrate appropriate responses to emergency situations.
- Practice safe pedestrian and transportation behaviors.
- Recognize unsafe situations and seek assistance when appropriate.
- Protect personal and financial information from scams and fraud.
- Demonstrate responsible use of mobile devices, social media, and the internet.
- Establish and maintain healthy personal boundaries.
- Communicate effectively during emergencies.
- Develop an individualized personal safety plan.
- Demonstrate increased confidence while participating in community activities.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Personal safety awareness
- Community safety skills
- Emergency preparedness
- Digital safety
- Risk recognition
- Decision-making
- Self-advocacy
- Community confidence
- Independent functioning
- Overall safety and well-being

Core Service Components

Community Safety may include:



- Personal safety awareness
- Situational awareness
- Stranger awareness and appropriate responses
- Emergency preparedness and evacuation planning
- Fire safety
- Severe weather safety
- Public transportation safety
- Pedestrian safety
- Internet and social media safety
- Scam and fraud prevention
- Identity protection
- Healthy personal boundaries
- Safe community decision-making
- Reporting unsafe situations
- Personal safety planning

Delivery Formats

Services may be provided through:

- Individual instruction
- Community-based instruction
- Small group education
- Scenario-based learning
- Interactive workshops
- Community safety demonstrations
- Virtual instruction (when appropriate)
- Hybrid service delivery

Recommended Program Length

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Community Safety services are individualized according to participant needs and service plan goals.

Programs may include:

- Community safety workshops
- Multi-session safety education programs
- Community-based practice sessions
- Ongoing rehabilitation support
- Customized safety instruction

Service Settings

Services may be delivered in:

- Community settings
- Participant homes
- Public transportation environments
- Community centers
- Educational institutions
- Pathway training facilities
- Worksites (when appropriate)
- Virtual learning platforms
- Other approved community locations

Related Services

Participants may also benefit from:

- Community Participation

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- Transportation & Community Mobility
- Independent Living Skills Training
- Behavioral Support Services
- Social Skills Development
- Decision-Making for Life™
- Health, Wellness & Personal Care
- Employment Readiness Boot Camp™

Curriculum Reference

See: Volume IV(D) – Community Safety Curriculum (*Future Development*) for the complete instructor manual, participant workbook, safety scenarios, emergency planning activities, facilitator guides, competency assessments, and instructional resources.

Notes

Community Safety prepares participants to make informed, responsible decisions that protect their well-being while promoting independence and confidence. The program emphasizes practical, real-world application and encourages participants to develop lifelong safety habits that support successful employment, independent living, and meaningful community participation. Instruction is individualized, strengths-based, and designed to increase self-reliance without creating unnecessary fear or dependence.



Chapter 19

Volunteer & Civic Engagement

Academy:

Community Integration Academy

Curriculum Reference:

Volume IV(D) – Volunteer & Civic Engagement Curriculum *(Future Development)*

Program Description

Volunteer & Civic Engagement is a person-centered rehabilitation program designed to help participants become active, contributing members of their communities through volunteer service, civic involvement, leadership development, and community engagement. The program encourages participants to discover their strengths, develop a sense of purpose, build leadership skills, and establish meaningful connections while making positive contributions to their communities.

Participants explore volunteer opportunities, community organizations, advocacy initiatives, neighborhood improvement projects, and civic responsibilities through structured education, community-based experiences, and individualized planning. The program promotes inclusion, self-confidence, employability, and personal growth while reinforcing the importance of service, citizenship, and community responsibility.



Program Purpose

The purpose of Volunteer & Civic Engagement is to empower participants to actively contribute to their communities by developing leadership skills, increasing civic awareness, participating in volunteer opportunities, and building meaningful relationships that foster independence, confidence, and lifelong community involvement.

The program encourages participants to recognize their value as contributors rather than simply recipients of services.

Target Population

Volunteer & Civic Engagement is designed for individuals who:

- Desire greater involvement in their communities.
 - Want to gain volunteer experience.
 - Need opportunities to build work-related skills.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Participate in Vocational Rehabilitation services.
 - Are preparing for employment.
 - Desire leadership opportunities.
 - Want to strengthen community relationships.
 - Seek meaningful ways to contribute to society.
-

Eligibility

Participants may be referred through:

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- Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Local Intellectual and Developmental Disability Authorities (LIDDAs)
 - Managed Care Organizations (MCOs)
 - Behavioral Health Organizations
 - Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
 - Schools and Transition Programs
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Faith-based Organizations
 - Community-Based Organizations
 - Self-Referral (where appropriate)
-

Program Goals

Volunteer & Civic Engagement is designed to:

- Increase community involvement.
 - Promote volunteerism and service.
 - Strengthen leadership skills.
 - Build self-confidence.
 - Develop professional work habits.
 - Encourage civic responsibility.
 - Increase social inclusion.
 - Improve communication and teamwork.
 - Strengthen employment readiness through volunteer experience.
 - Promote lifelong community engagement.
-

Learning Objectives

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Upon successful participation, individuals will be able to:

- Identify volunteer opportunities aligned with their interests and strengths.
- Demonstrate professional behavior while volunteering.
- Understand the importance of civic responsibility and community service.
- Participate effectively as a member of a volunteer team.
- Build positive relationships with community members and organizations.
- Develop leadership and organizational skills.
- Demonstrate responsibility, dependability, and accountability.
- Reflect on volunteer experiences to identify personal growth and transferable employment skills.
- Develop an individualized Community Service Plan.
- Demonstrate confidence in contributing to community improvement efforts.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Community involvement
- Leadership skills
- Volunteer participation
- Employment readiness
- Communication
- Teamwork
- Self-confidence
- Civic awareness
- Social inclusion
- Personal responsibility

Core Service Components

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Volunteer & Civic Engagement may include:

- Volunteer opportunity exploration
- Community service planning
- Civic responsibility education
- Leadership development
- Professional workplace expectations
- Teamwork and collaboration
- Community advocacy education
- Public service projects
- Environmental stewardship activities
- Community event participation
- Service-learning projects
- Reflection and personal growth activities
- Recognition of volunteer achievements
- Community partnership development
- Career exploration through volunteer experiences

Delivery Formats

Services may be provided through:

- Individual instruction
- Group workshops
- Community-based volunteer experiences
- Service-learning projects
- Leadership activities
- Community events
- Virtual volunteer opportunities (when available)
- Hybrid service delivery



Recommended Program Length

Volunteer & Civic Engagement services are individualized according to participant interests, service plan goals, and available community opportunities.

Programs may include:

- Short-term volunteer projects
- Ongoing volunteer placements
- Leadership development series
- Community service initiatives
- Customized volunteer experiences

Service Settings

Services may be delivered in:

- Nonprofit organizations
- Community centers
- Food banks
- Libraries
- Parks and recreation departments
- Animal shelters
- Schools
- Faith-based organizations (participant choice)
- Community events
- Government agencies
- Pathway community partnerships
- Other approved volunteer sites



Related Services

Participants may also benefit from:

- Community Participation
- Social Skills Development
- Employment Readiness Boot Camp™
- Career Exploration & Planning
- Leadership Development Academy™
- Communication for Success™
- Healthy Relationships™
- Community Safety

Curriculum Reference

See: **Volume IV(D) – Volunteer & Civic Engagement Curriculum** (*Future Development*) for the complete instructor manual, participant workbook, service-learning activities, leadership exercises, volunteer planning tools, competency assessments, and instructional resources.

Notes

Volunteer & Civic Engagement reflects Pathway's belief that every individual has strengths, talents, and the ability to make meaningful contributions to their community. Volunteer experiences not only benefit the community but also help participants build confidence, strengthen workplace skills, expand professional networks, and explore future career opportunities. The program reinforces Pathway's commitment to fostering leadership, independence, and purposeful community involvement through service and civic responsibility.



Chapter 20

Recreation & Leisure Skills

Academy:

Community Integration Academy

Curriculum Reference:

Volume IV(D) – Recreation & Leisure Skills Curriculum *(Future Development)*

Program Description

Recreation & Leisure Skills is a person-centered rehabilitation program designed to help participants discover, develop, and maintain meaningful recreational, leisure, and social activities that enhance overall health, emotional well-being, community participation, and quality of life. The program encourages participants to explore personal interests, hobbies, fitness activities, cultural experiences, creative arts, and community recreation opportunities while developing the confidence and skills necessary for lifelong participation.

Participants receive individualized instruction through community-based experiences, recreational activities, educational workshops, and guided exploration that promote healthy lifestyle choices, social connections, stress reduction, and personal fulfillment.

The program recognizes that meaningful leisure participation contributes to improved physical health, emotional wellness, recovery, employment success, and independent living by creating opportunities for enjoyment, purpose, and community engagement.



Program Purpose

The purpose of Recreation & Leisure Skills is to empower participants to develop healthy recreational interests and leisure routines that promote personal wellness, community inclusion, social engagement, stress management, and lifelong enjoyment.

The program encourages participants to establish a balanced lifestyle that supports both personal responsibilities and meaningful recreational experiences.

Target Population

Recreation & Leisure Skills is designed for individuals who:

- Desire greater participation in recreational activities.
 - Need assistance identifying leisure interests.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Participate in Vocational Rehabilitation services.
 - Experience social isolation.
 - Desire increased community involvement.
 - Need support establishing healthy routines.
 - Want to improve overall wellness and quality of life.
 - Benefit from structured recreational skill development.
-

Eligibility

Participants may be referred through:

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- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
- Schools and Transition Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Community-Based Organizations
- Self-Referral (where appropriate)

Program Goals

Recreation & Leisure Skills is designed to:

- Increase participation in healthy recreational activities.
- Promote physical and emotional wellness.
- Reduce social isolation.
- Strengthen community involvement.
- Develop positive leisure routines.
- Encourage lifelong hobbies and interests.
- Improve social interaction.
- Increase self-confidence.
- Promote healthy work-life balance.
- Enhance overall quality of life.

Learning Objectives

Upon successful participation, individuals will be able to:

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- Identify personal interests, hobbies, and recreational preferences.
- Participate safely and appropriately in recreational activities.
- Develop a balanced weekly recreation and leisure plan.
- Utilize community recreation resources independently.
- Build positive social relationships through recreational participation.
- Demonstrate healthy decision-making during leisure activities.
- Explore creative, educational, cultural, and fitness opportunities.
- Practice good sportsmanship and respectful participation in group activities.
- Utilize recreation as a healthy strategy for managing stress and improving wellness.
- Demonstrate increased confidence participating in community recreation programs.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Community recreation participation
- Social engagement
- Emotional wellness
- Physical activity
- Leisure planning
- Confidence
- Relationship building
- Community inclusion
- Stress management
- Overall quality of life

Core Service Components

Recreation & Leisure Skills may include:

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- Recreation interest assessments
- Hobby exploration
- Arts and creative expression
- Music appreciation and participation
- Physical fitness and wellness activities
- Outdoor recreation
- Parks and nature exploration
- Sports and adaptive recreation
- Cultural and community events
- Library and educational activities
- Social clubs and group activities
- Volunteer recreation opportunities
- Leisure planning and scheduling
- Community resource exploration
- Wellness through recreation

Delivery Formats

Services may be provided through:

- Individual instruction
- Small group activities
- Community-based recreation
- Educational workshops
- Guided community outings
- Fitness and wellness activities
- Virtual recreational learning (when appropriate)
- Hybrid service delivery

Recommended Program Length

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Recreation & Leisure Skills services are individualized according to participant interests, service plan goals, and community opportunities.

Programs may include:

- Introductory recreation workshops
- Multi-session leisure education programs
- Ongoing community recreation services
- Seasonal recreation activities
- Customized recreational planning

Service Settings

Services may be delivered in:

- Parks and recreation facilities
- Community centers
- Libraries
- Museums
- Fitness centers
- Walking trails
- Sports facilities
- Arts and cultural organizations
- Community events
- Pathway training facilities
- Virtual community activities
- Other approved community locations

Related Services



Participants may also benefit from:

- Community Participation
- Volunteer & Civic Engagement
- Community Safety
- Independent Living Skills Training
- Health, Wellness & Personal Care
- Social Skills Development
- Emotional Wellness & Recovery
- Transportation & Community Mobility

Curriculum Reference

See: **Volume IV(D) – Recreation & Leisure Skills Curriculum** (*Future Development*) for the complete instructor manual, participant workbook, activity guides, facilitator resources, recreation planning tools, competency assessments, and instructional materials.

Notes

Recreation & Leisure Skills reflects Pathway’s belief that a successful life includes more than employment and daily responsibilities. Meaningful recreation supports emotional well-being, physical health, social connectedness, resilience, and personal fulfillment. By helping participants discover enjoyable activities and establish healthy leisure routines, the program contributes to long-term independence, recovery, and community inclusion while promoting a balanced and rewarding lifestyle.



SECTION V

Life Skills Programs

Chapter 21

Communication for Success™

Academy:
Life Skills Academy

Curriculum Reference:
Volume IV(E) – Communication for Success™ Curriculum (*Future Development*)

Program Description

Communication for Success™ is a proprietary Pathway Institute life skills program designed to develop effective verbal, nonverbal, written, and interpersonal communication skills that support success in employment, education, independent living, leadership, and community participation.

The program teaches participants how to communicate confidently, respectfully, and professionally in a variety of personal, academic, workplace, and community settings. Through structured instruction, practical exercises, role-playing, and real-world application, participants strengthen active listening, emotional intelligence, conflict resolution, public speaking, digital communication, and professional communication skills.

Communication for Success™ recognizes communication as one of the most important life skills and prepares participants to build stronger relationships, solve problems effectively, advocate for themselves, and confidently engage with others.

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Program Purpose

The purpose of Communication for Success™ is to equip participants with the communication skills necessary to build meaningful relationships, succeed in professional environments, advocate effectively for themselves, resolve conflicts constructively, and confidently participate in all areas of life.

The program promotes respectful communication, personal responsibility, emotional intelligence, and lifelong interpersonal success.

Target Population

Communication for Success™ is designed for individuals who:

- Desire to improve communication skills.
 - Need support developing professional communication.
 - Are preparing for employment.
 - Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Desire improved interpersonal relationships.
 - Need assistance with self-advocacy.
 - Want to strengthen leadership abilities.
 - Benefit from structured communication instruction.
-

Eligibility



Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
- Workforce Solutions
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Schools and Transition Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Employers
- Community-Based Organizations
- Self-Referral

Program Goals

Communication for Success™ is designed to:

- Strengthen verbal communication.
- Improve active listening skills.
- Develop professional workplace communication.
- Increase self-confidence when speaking with others.
- Improve conflict resolution abilities.
- Strengthen written communication.
- Promote respectful interpersonal interactions.
- Develop effective self-advocacy skills.
- Improve teamwork and collaboration.
- Prepare participants for lifelong communication success.



Learning Objectives

Upon successful participation, individuals will be able to:

- Demonstrate effective verbal and nonverbal communication.
- Practice active listening during conversations.
- Communicate respectfully with individuals from diverse backgrounds.
- Utilize appropriate workplace communication techniques.
- Demonstrate professional telephone, email, and digital communication skills.
- Resolve conflicts using respectful communication strategies.
- Express thoughts, needs, and concerns confidently and appropriately.
- Deliver brief presentations with increased confidence.
- Adapt communication styles to different audiences and situations.
- Demonstrate effective interpersonal communication across home, work, and community settings.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Verbal communication
- Nonverbal communication
- Active listening
- Self-confidence
- Conflict resolution
- Workplace communication
- Written communication
- Public speaking
- Self-advocacy
- Relationship development



Core Service Components

Communication for Success™ may include:

- Communication styles
- Verbal communication
- Nonverbal communication
- Active listening
- Emotional intelligence
- Professional workplace communication
- Telephone etiquette
- Email and digital communication
- Conflict resolution
- Difficult conversations
- Team communication
- Public speaking fundamentals
- Presentation skills
- Self-advocacy
- Communication across diverse environments

Delivery Formats

Services may be provided through:

- Individual instruction
- Group workshops
- Classroom instruction
- Interactive seminars
- Community-based learning
- Virtual instruction
- Hybrid service delivery
- Employer-sponsored training

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Recommended Program Length

Communication for Success™ may be delivered as:

- Half-day workshop
- One-day seminar
- Multi-session life skills course
- Comprehensive communication academy
- Customized organizational training
- Contract-based professional development

Service Settings

Services may be delivered in:

- Workforce Centers
- Schools
- Colleges
- Community rehabilitation programs
- Employer worksites
- Community organizations
- Government agencies
- Pathway training facilities
- Virtual platforms
- Conference and training venues

Related Services

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Participants may also benefit from:

- Employment Readiness Boot Camp™
- Leadership Development Academy™
- Customer Service Excellence™
- Social Skills Development
- Healthy Relationships™
- Decision-Making for Life™
- Career Advancement Services
- Professional Workplace Success™

Curriculum Reference

See: **Volume IV(E) – Communication for Success™ Curriculum** (*Future Development*) for the complete instructor manual, participant workbook, communication activities, presentation exercises, role-playing scenarios, competency assessments, facilitator guides, and certification requirements.

Notes

Communication for Success™ is one of **The Pathway Institute's signature proprietary educational programs** and is designed for use across multiple populations, including youth, adults, vocational rehabilitation participants, behavioral health participants, employers, educational institutions, and community organizations.

Because communication is foundational to employment, leadership, relationships, education, and independent living, this program serves as a cornerstone curriculum that integrates seamlessly with every Pathway Academy. Its flexible design allows it to be delivered as a stand-alone workshop, a multi-session course, or as part of broader workforce development, rehabilitation, and leadership initiatives.

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Chapter 22

Decision-Making for Life™

Academy:
Life Skills Academy

Curriculum Reference:
Volume IV(E) – Decision-Making for Life™ Curriculum (*Future Development*)

Program Description

Decision-Making for Life™ is a proprietary Pathway Institute life skills program designed to help participants develop critical thinking, problem-solving, decision-making, and personal responsibility skills necessary for success in everyday life. The program teaches participants how to evaluate situations, consider consequences, assess risks, identify available resources, and make informed decisions that support personal, educational, vocational, financial, and community goals.

Through interactive instruction, scenario-based learning, guided discussions, practical exercises, and real-world application, participants learn structured approaches to solving problems, managing responsibilities, resolving conflicts, and making choices that align with their personal values and long-term goals.

Decision-Making for Life™ empowers participants to become confident, responsible, and self-directed individuals capable of making sound decisions across all areas of life.



Program Purpose

The purpose of Decision-Making for Life™ is to equip participants with practical decision-making and problem-solving skills that increase independence, improve judgment, strengthen personal responsibility, and promote successful outcomes in employment, education, relationships, finances, health, and community living.

The program encourages thoughtful decision-making while promoting accountability, resilience, and lifelong personal growth.

Target Population

Decision-Making for Life™ is designed for individuals who:

- Desire to improve decision-making skills.
 - Need support strengthening problem-solving abilities.
 - Are preparing for employment or independent living.
 - Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Desire greater personal independence.
 - Need assistance evaluating consequences and risks.
 - Want to improve confidence in everyday decision-making.
 - Benefit from structured life skills instruction.
-

Eligibility

Participants may be referred through:

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- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
 - Workforce Solutions
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Managed Care Organizations (MCOs)
 - Behavioral Health Organizations
 - Schools and Transition Programs
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Employers
 - Community-Based Organizations
 - Self-Referral
-

Program Goals

Decision-Making for Life™ is designed to:

- Strengthen critical thinking skills.
 - Improve structured problem-solving.
 - Promote responsible decision-making.
 - Increase personal accountability.
 - Improve risk assessment abilities.
 - Strengthen goal-oriented planning.
 - Encourage ethical and responsible choices.
 - Increase self-confidence in decision-making.
 - Promote independent living skills.
 - Improve overall life success.
-

Learning Objectives



Upon successful participation, individuals will be able to:

- Identify problems and define desired outcomes.
- Gather relevant information before making decisions.
- Evaluate multiple options and possible consequences.
- Assess risks and benefits associated with decisions.
- Apply structured problem-solving models to everyday situations.
- Demonstrate sound judgment in personal, educational, employment, and community settings.
- Accept responsibility for personal decisions and actions.
- Develop individualized action plans to achieve personal goals.
- Utilize available resources to support informed decision-making.
- Demonstrate increased confidence in making independent decisions.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Critical thinking
- Problem-solving
- Decision-making
- Personal responsibility
- Goal achievement
- Risk assessment
- Self-confidence
- Independence
- Workplace decision-making
- Community participation

Core Service Components

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Decision-Making for Life™ may include:

- Critical thinking skills
- Problem identification
- Structured decision-making models
- Goal setting and planning
- Consequence evaluation
- Risk assessment
- Ethical decision-making
- Time management and prioritization
- Personal responsibility
- Conflict resolution
- Financial decision-making
- Workplace decision-making
- Community-based decision-making
- Reflection and self-evaluation
- Action planning

Delivery Formats

Services may be provided through:

- Individual instruction
- Group workshops
- Classroom instruction
- Interactive seminars
- Community-based learning
- Scenario-based learning
- Virtual instruction
- Hybrid service delivery



Recommended Program Length

Decision-Making for Life™ may be delivered as:

- Half-day workshop
 - One-day seminar
 - Multi-session life skills course
 - Comprehensive decision-making academy
 - Customized organizational training
 - Contract-based professional development
-

Service Settings

Services may be delivered in:

- Workforce Centers
 - Schools
 - Colleges and universities
 - Community rehabilitation programs
 - Employer worksites
 - Community organizations
 - Government agencies
 - Pathway training facilities
 - Virtual platforms
 - Conference and training venues
-

Related Services

Participants may also benefit from:

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- Communication for Success™
- Financial Wellness Academy™
- Healthy Relationships™
- Employment Readiness Boot Camp™
- Career Exploration & Planning
- Independent Living Skills Training
- Leadership Development Academy™
- Coping Skills & Emotional Regulation

Curriculum Reference

See: **Volume IV(E) – Decision-Making for Life™ Curriculum** (*Future Development*) for the complete instructor manual, participant workbook, case studies, scenario-based exercises, decision-making models, facilitator guides, competency assessments, and certification requirements.

Notes

Decision-Making for Life™ is one of **The Pathway Institute’s flagship proprietary educational programs**. It is designed to be applicable across rehabilitation services, workforce development, schools, colleges, correctional reentry programs, youth leadership initiatives, employer training, and community education.

The curriculum emphasizes practical application through realistic scenarios and structured decision-making frameworks that participants can immediately use in their personal and professional lives. By strengthening critical thinking and personal responsibility, the program supports better outcomes in employment, independent living, relationships, financial stability, and community engagement.



Chapter 23

Financial Wellness Academy™

Academy:

Life Skills Academy

Curriculum Reference:

Volume IV(E) – Financial Wellness Academy™ Curriculum *(Future Development)*

Program Description

Financial Wellness Academy™ is a proprietary Pathway Institute financial literacy and life skills program designed to help participants develop the knowledge, skills, and confidence necessary to make informed financial decisions, manage personal finances responsibly, and build long-term financial stability. The program provides practical instruction in budgeting, banking, saving, responsible spending, credit awareness, financial goal setting, consumer protection, and financial planning.

Participants engage in interactive learning experiences, practical exercises, financial simulations, real-world budgeting activities, and individualized financial planning designed to increase financial confidence and promote economic self-sufficiency.

Financial Wellness Academy™ recognizes that financial literacy is an essential life skill that supports successful employment, independent living, family stability, and long-term personal success.



Program Purpose

The purpose of Financial Wellness Academy™ is to empower participants with practical financial knowledge and responsible money management skills that promote financial independence, reduce financial stress, support informed decision-making, and strengthen long-term economic well-being.

The program prepares participants to confidently manage personal finances while developing healthy financial habits that contribute to lifelong stability and success.

Target Population

Financial Wellness Academy™ is designed for individuals who:

- Desire greater financial independence.
 - Need assistance developing money management skills.
 - Are preparing for employment or career advancement.
 - Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Are transitioning into independent living.
 - Need assistance creating and maintaining a budget.
 - Desire to improve financial confidence.
 - Benefit from structured financial literacy education.
-

Eligibility

Participants may be referred through:

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- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
 - Workforce Solutions
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Managed Care Organizations (MCOs)
 - Behavioral Health Organizations
 - Schools and Transition Programs
 - Colleges and Universities
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Employers
 - Community-Based Organizations
 - Self-Referral
-

Program Goals

Financial Wellness Academy™ is designed to:

- Increase financial literacy.
 - Develop responsible budgeting skills.
 - Promote healthy spending habits.
 - Encourage regular saving.
 - Improve banking knowledge.
 - Increase understanding of credit and debt.
 - Strengthen financial decision-making.
 - Promote long-term financial planning.
 - Reduce financial stress.
 - Support economic self-sufficiency.
-

Learning Objectives

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Upon successful participation, individuals will be able to:

- Develop and maintain a personal spending plan.
- Track income and expenses effectively.
- Differentiate between needs, wants, and financial priorities.
- Utilize banking services responsibly.
- Establish short-term and long-term savings goals.
- Demonstrate responsible use of debit and credit products.
- Recognize common financial scams and consumer fraud.
- Understand the importance of building and maintaining good credit.
- Develop an individualized financial action plan.
- Make informed financial decisions that support personal and family goals.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Financial literacy
- Budgeting
- Saving habits
- Spending decisions
- Banking knowledge
- Credit awareness
- Consumer protection knowledge
- Financial confidence
- Economic independence
- Long-term financial stability

Core Service Components

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Financial Wellness Academy™ may include:

- Financial goal setting
- Budget creation and management
- Banking fundamentals
- Checking and savings accounts
- Responsible spending
- Credit education
- Debt management strategies
- Saving and investing basics
- Consumer protection
- Identity theft prevention
- Financial fraud awareness
- Insurance fundamentals
- Tax basics
- Financial planning for major life goals
- Emergency fund planning

Delivery Formats

Services may be provided through:

- Individual instruction
- Group workshops
- Classroom instruction
- Interactive financial labs
- Community-based learning
- Virtual instruction
- Hybrid service delivery
- Employer-sponsored financial wellness programs



Recommended Program Length

Financial Wellness Academy™ may be delivered as:

- Half-day financial literacy workshop
 - One-day seminar
 - Multi-session financial education series
 - Comprehensive Financial Wellness Academy™
 - Customized organizational training
 - Contract-based financial education services
-

Service Settings

Services may be delivered in:

- Workforce Centers
 - Schools
 - Colleges and universities
 - Community rehabilitation programs
 - Employer worksites
 - Community organizations
 - Financial institutions (for educational partnerships)
 - Government agencies
 - Pathway training facilities
 - Virtual learning platforms
-

Related Services

Participants may also benefit from:

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- Decision-Making for Life™
- Communication for Success™
- Employment Readiness Boot Camp™
- Money Management & Budgeting
- Career Advancement Services
- Independent Living Skills Training
- Leadership Development Academy™
- Professional Workplace Success™

Curriculum Reference

See: **Volume IV(E) – Financial Wellness Academy™ Curriculum** (*Future Development*) for the complete instructor manual, participant workbook, budgeting exercises, financial planning tools, facilitator resources, competency assessments, case studies, and certification requirements.

Notes

Financial Wellness Academy™ is one of **The Pathway Institute’s premier proprietary educational programs**. It is designed for broad application across workforce development, vocational rehabilitation, schools, colleges, employers, veterans’ programs, behavioral health organizations, community-based organizations, and financial empowerment initiatives.

Unlike traditional financial literacy courses that focus primarily on knowledge acquisition, Financial Wellness Academy™ emphasizes practical application, behavioral change, and lifelong financial habits. Participants leave the program with personalized financial goals, actionable strategies, and increased confidence in managing their financial future.



Chapter 24

Leadership Development Academy™

Academy:

Life Skills Academy

Curriculum Reference:

Volume IV(E) – Leadership Development Academy™ Curriculum *(Future Development)*

Program Description

Leadership Development Academy™ is a proprietary Pathway Institute professional and personal development program designed to cultivate the knowledge, skills, character, and confidence necessary for effective leadership in the workplace, the community, and everyday life. The program teaches participants that leadership is rooted in integrity, accountability, service, communication, emotional intelligence, and continuous personal growth rather than job titles or positions of authority.

Participants engage in interactive learning experiences, leadership assessments, team projects, case studies, mentoring activities, and practical leadership exercises that strengthen decision-making, collaboration, conflict resolution, ethical leadership, and servant leadership principles.

Leadership Development Academy™ prepares participants to lead themselves first, then positively influence others while contributing to stronger workplaces, healthier communities, and more successful organizations.



Program Purpose

The purpose of Leadership Development Academy™ is to develop confident, ethical, and service-oriented leaders who demonstrate integrity, accountability, professionalism, and effective communication while inspiring positive change in their workplaces, communities, and personal lives.

The program promotes lifelong leadership development through education, practical application, and continuous self-improvement.

Target Population

Leadership Development Academy™ is designed for individuals who:

- Aspire to become leaders.
 - Desire personal and professional growth.
 - Are preparing for career advancement.
 - Are current or emerging supervisors.
 - Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL services and have leadership goals appropriate to their service plan.
 - Participate in workforce development programs.
 - Volunteer within community organizations.
 - Seek to strengthen leadership and communication skills.
 - Benefit from structured leadership education.
-

Eligibility

Participants may be referred through:

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- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
 - Workforce Solutions
 - Employers
 - Schools, Colleges, and Universities
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Behavioral Health Organizations
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Community-Based Organizations
 - Leadership Development Programs
 - Self-Referral
-

Program Goals

Leadership Development Academy™ is designed to:

- Develop ethical leadership principles.
 - Strengthen communication and interpersonal effectiveness.
 - Increase self-confidence and professional presence.
 - Improve critical thinking and decision-making.
 - Build teamwork and collaboration skills.
 - Strengthen conflict resolution abilities.
 - Promote accountability and integrity.
 - Develop servant leadership practices.
 - Prepare participants for leadership opportunities.
 - Encourage lifelong personal and professional development.
-

Learning Objectives



Upon successful participation, individuals will be able to:

- Demonstrate core leadership principles and behaviors.
- Communicate effectively with diverse audiences.
- Lead teams through collaboration and mutual respect.
- Apply ethical decision-making in leadership situations.
- Resolve workplace and community conflicts constructively.
- Delegate responsibilities appropriately when applicable.
- Motivate and encourage others toward shared goals.
- Demonstrate accountability for personal actions and commitments.
- Develop an individualized Leadership Growth Plan.
- Model professionalism and integrity in everyday interactions.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Leadership confidence
- Communication effectiveness
- Teamwork
- Professionalism
- Ethical decision-making
- Problem-solving
- Conflict resolution
- Accountability
- Workplace readiness
- Community leadership

Core Service Components



Leadership Development Academy™ may include:

- Foundations of leadership
- Self-leadership and personal accountability
- Emotional intelligence
- Servant leadership
- Ethical leadership
- Team building
- Communication and influence
- Conflict management
- Coaching and mentoring fundamentals
- Decision-making and problem-solving
- Strategic thinking
- Professional image and executive presence
- Goal setting and performance improvement
- Community leadership and service
- Personal Leadership Development Plan

Delivery Formats

Services may be provided through:

- Individual coaching
- Leadership workshops
- Classroom instruction
- Interactive seminars
- Leadership retreats
- Team-based learning projects
- Virtual instruction
- Hybrid service delivery
- Employer-sponsored leadership training



Recommended Program Length

Leadership Development Academy™ may be delivered as:

- One-day leadership seminar
 - Multi-session leadership series
 - Eight- to twelve-week leadership academy
 - Executive development program
 - Youth leadership program
 - Customized organizational leadership training
 - Contract-based professional development
-

Service Settings

Services may be delivered in:

- Workforce Centers
 - Employer worksites
 - Schools
 - Colleges and universities
 - Community organizations
 - Government agencies
 - Nonprofit organizations
 - Conference and training facilities
 - Pathway training centers
 - Virtual learning platforms
-

Related Services

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Participants may also benefit from:

- Communication for Success™
- Decision-Making for Life™
- Financial Wellness Academy™
- Employment Readiness Boot Camp™
- Career Advancement Services
- Volunteer & Civic Engagement
- Customer Service Excellence™
- Professional Workplace Success™

Curriculum Reference

See: **Volume IV(E) – Leadership Development Academy™ Curriculum** (*Future Development*) for the complete instructor manual, participant workbook, leadership assessments, team activities, case studies, facilitator guides, competency evaluations, capstone project, and certification requirements.

Notes

Leadership Development Academy™ is one of **The Pathway Institute's premier signature programs** and is designed to serve diverse audiences, including workforce development participants, vocational rehabilitation consumers, emerging professionals, employers, educators, nonprofit organizations, veterans, and community leaders.

The curriculum emphasizes that leadership begins with self-leadership and is demonstrated through integrity, accountability, service, and the ability to positively influence others. By combining leadership theory with practical application, participants leave the program prepared to lead with confidence in both their personal and professional lives.



Chapter 25

Professional Workplace Success™

Academy:

Life Skills Academy

Curriculum Reference:

Volume IV(E) – Professional Workplace Success™ Curriculum *(Future Development)*

Program Description

Professional Workplace Success™ is a proprietary Pathway Institute workforce development program designed to prepare participants to excel in today's workplace through the development of professional behaviors, workplace ethics, adaptability, accountability, collaboration, and career advancement skills. The program bridges the gap between obtaining employment and building a successful, long-term career by emphasizing the attitudes, habits, and competencies employers consistently value.

Participants engage in interactive instruction, workplace simulations, case studies, role-playing, team projects, and practical skill-building exercises that strengthen professionalism, workplace communication, time management, customer interactions, teamwork, critical thinking, adaptability, and continuous improvement.

Professional Workplace Success™ prepares participants to become dependable, productive, and respected employees while positioning them for future leadership and career growth.



Program Purpose

The purpose of Professional Workplace Success™ is to equip participants with the professional competencies, workplace behaviors, and career success strategies necessary to thrive in diverse work environments, maintain long-term employment, and pursue ongoing professional growth.

The program promotes professionalism, accountability, ethical conduct, continuous learning, and a commitment to excellence in every workplace.

Target Population

Professional Workplace Success™ is designed for individuals who:

- Are entering the workforce.
 - Desire to improve workplace professionalism.
 - Want to strengthen long-term career success skills.
 - Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL services and have employment-related goals.
 - Participate in workforce development programs.
 - Are current employees seeking professional growth.
 - Desire career advancement opportunities.
 - Need support adapting to workplace expectations.
 - Benefit from structured professional development.
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)

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- Workforce Solutions
 - Employers
 - Schools, Colleges, and Universities
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Community Rehabilitation Providers
 - Behavioral Health Organizations
 - Veterans Organizations
 - Community-Based Organizations
 - Self-Referral
-

Program Goals

Professional Workplace Success™ is designed to:

- Strengthen workplace professionalism.
 - Improve reliability and accountability.
 - Increase workplace communication skills.
 - Develop effective teamwork and collaboration.
 - Improve time management and organizational skills.
 - Promote adaptability and resilience.
 - Strengthen ethical workplace decision-making.
 - Increase customer service awareness.
 - Prepare participants for career advancement.
 - Encourage lifelong professional development.
-

Learning Objectives

Upon successful participation, individuals will be able to:

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- Demonstrate professional workplace behavior and etiquette.
- Manage time, priorities, and responsibilities effectively.
- Communicate respectfully and professionally with supervisors, coworkers, and customers.
- Collaborate successfully as a member of a diverse team.
- Demonstrate adaptability in changing workplace environments.
- Apply ethical decision-making in workplace situations.
- Resolve workplace challenges using structured problem-solving techniques.
- Accept constructive feedback professionally and use it to improve performance.
- Develop an individualized Professional Growth Plan.
- Demonstrate a commitment to continuous improvement and lifelong learning.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Professionalism
- Workplace communication
- Accountability
- Teamwork
- Adaptability
- Time management
- Customer service
- Ethical decision-making
- Career readiness
- Employment retention

Core Service Components

Professional Workplace Success™ may include:

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- Professional workplace expectations
- Workplace etiquette
- Time management and organization
- Attendance and dependability
- Accountability and ownership
- Teamwork and collaboration
- Workplace communication
- Customer service fundamentals
- Adaptability and resilience
- Workplace ethics
- Critical thinking and problem-solving
- Professional goal setting
- Continuous improvement
- Career planning
- Professional Growth Plan

Delivery Formats

Services may be provided through:

- Individual coaching
- Group workshops
- Classroom instruction
- Workplace simulations
- Interactive seminars
- Employer-sponsored training
- Virtual instruction
- Hybrid service delivery

Recommended Program Length

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Professional Workplace Success™ may be delivered as:

- Half-day workshop
- One-day seminar
- Multi-session professional development series
- Eight-week workplace success academy
- Employer-specific workforce training
- Contract-based professional development

Service Settings

Services may be delivered in:

- Employer worksites
- Workforce Centers
- Schools
- Colleges and universities
- Community rehabilitation programs
- Government agencies
- Community organizations
- Conference and training facilities
- Pathway training centers
- Virtual learning platforms

Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Communication for Success™

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- Decision-Making for Life™
- Leadership Development Academy™
- Career Advancement Services
- Customer Service Excellence™
- Supported Employment
- Job Coaching

Curriculum Reference

See: Volume IV(E) – Professional Workplace Success™ Curriculum (*Future Development*) for the complete instructor manual, participant workbook, workplace simulations, facilitator guide, competency assessments, capstone activities, and certification requirements.

Notes

Professional Workplace Success™ serves as the capstone workforce development program within the Life Skills Academy. It integrates communication, decision-making, leadership, professionalism, and accountability into one comprehensive curriculum that prepares participants not only to obtain employment but to excel, advance, and sustain long-term career success.

The curriculum is appropriate for vocational rehabilitation participants, employers seeking incumbent worker training, educational institutions, workforce development programs, veterans' services, and community organizations committed to developing a highly skilled and professional workforce.



Chapter 26

Digital Literacy Essentials™

Academy:

Life Skills Academy

Curriculum Reference:

Volume IV(E) – Digital Literacy Essentials™ Curriculum *(Future Development)*

Program Description

Digital Literacy Essentials™ is a proprietary Pathway Institute life skills and workforce readiness program designed to help participants confidently and safely use technology in everyday life, education, employment, and community participation. The program develops practical digital skills that are increasingly essential for accessing employment opportunities, communicating professionally, managing personal information, utilizing online services, and participating in today's technology-driven society.

Participants receive hands-on instruction using computers, tablets, smartphones, and commonly used software applications while learning how to safely navigate the internet, communicate digitally, complete online forms, search for employment, and utilize productivity tools.

Digital Literacy Essentials™ prepares participants to become confident digital citizens capable of using technology responsibly, safely, and effectively.



Program Purpose

The purpose of Digital Literacy Essentials™ is to increase digital confidence and competence by teaching practical technology skills that support employment, education, independent living, financial management, healthcare access, and community participation.

The program promotes lifelong learning while reducing technology barriers that may limit independence and career opportunities.

Target Population

Digital Literacy Essentials™ is designed for individuals who:

- Have limited technology experience.
 - Desire to improve digital skills.
 - Are preparing for employment.
 - Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Need assistance accessing online resources.
 - Want to improve computer and smartphone skills.
 - Desire increased independence through technology.
 - Benefit from structured digital literacy instruction.
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)

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- Workforce Solutions
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Behavioral Health Organizations
- Managed Care Organizations (MCOs)
- Schools and Transition Programs
- Community Rehabilitation Providers
- Employers
- Veterans Organizations
- Self-Referral

Program Goals

Digital Literacy Essentials™ is designed to:

- Increase confidence using technology.
- Strengthen computer and mobile device skills.
- Improve internet navigation and online research.
- Develop digital communication skills.
- Promote online safety and cybersecurity awareness.
- Increase access to employment and educational resources.
- Improve digital organization and productivity.
- Encourage responsible technology use.
- Support independent access to online services.
- Prepare participants for a technology-driven workforce.

Learning Objectives

Upon successful participation, individuals will be able to:

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- Operate common digital devices confidently.
- Navigate websites and search for reliable information.
- Create and manage email accounts.
- Complete online forms and job applications.
- Use productivity software for everyday tasks.
- Participate in virtual meetings and online training.
- Practice safe internet browsing and password management.
- Recognize common online scams and phishing attempts.
- Organize digital files and documents.
- Demonstrate responsible digital citizenship.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Digital literacy
- Computer proficiency
- Internet navigation
- Online communication
- Technology confidence
- Cybersecurity awareness
- Employment readiness
- Digital organization
- Independent technology use
- Access to community resources

Core Service Components

Digital Literacy Essentials™ may include:

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- Computer basics
- Smartphone and tablet use
- Internet navigation
- Email communication
- Online job searching
- Virtual meeting platforms
- Word processing
- File management
- Online safety and cybersecurity
- Digital etiquette
- Online banking awareness
- Telehealth access
- Productivity tools
- Artificial intelligence awareness and responsible use
- Digital Citizenship Plan

Delivery Formats

Services may be provided through:

- Individual instruction
- Computer lab training
- Group workshops
- Classroom instruction
- Virtual instruction
- Hybrid service delivery
- Employer-sponsored technology training

Recommended Program Length

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Digital Literacy Essentials™ may be delivered as:

- Introductory computer workshop
- Multi-session digital literacy course
- Comprehensive technology academy
- Customized organizational training
- Contract-based technology education

Service Settings

Services may be delivered in:

- Computer labs
- Workforce Centers
- Schools
- Libraries
- Community rehabilitation programs
- Community colleges
- Employer training facilities
- Pathway training centers
- Virtual learning platforms

Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Communication for Success™
- Professional Workplace Success™
- Financial Wellness Academy™

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- Career Exploration & Planning
- Leadership Development Academy™

Curriculum Reference

See: **Volume IV(E) – Digital Literacy Essentials™ Curriculum** (*Future Development*) for the complete instructor manual, participant workbook, technology labs, facilitator guides, competency assessments, and certification requirements.

Notes

Digital Literacy Essentials™ reflects Pathway’s commitment to preparing participants for success in an increasingly digital world. The curriculum emphasizes practical technology skills that can be immediately applied in employment, education, healthcare, financial management, and daily living. By combining digital confidence with responsible technology use, participants gain tools that support independence and lifelong learning.



Chapter 27

Healthy Relationships™

Academy:
Life Skills Academy

Curriculum Reference:
Volume IV(E) – Healthy Relationships™ Curriculum (*Future Development*)

Program Description

Healthy Relationships™ is a proprietary Pathway Institute life skills program designed to help participants develop the knowledge, communication skills, emotional intelligence, and personal boundaries necessary to build and maintain healthy relationships in all areas of life. The program focuses on relationships with family members, friends, coworkers, supervisors, neighbors, community members, and, when appropriate to participant goals, romantic partners.

Through structured instruction, guided discussions, role-playing, real-world scenarios, and practical skill-building activities, participants learn how to communicate respectfully, establish healthy boundaries, resolve conflicts, build trust, demonstrate empathy, and recognize both healthy and unhealthy relationship dynamics.

Healthy Relationships™ promotes mutual respect, personal responsibility, effective communication, and emotional wellness while supporting participant independence, employment success, community participation, and overall quality of life.



Program Purpose

The purpose of Healthy Relationships™ is to empower participants to develop positive, respectful, and healthy relationships by strengthening communication, emotional intelligence, conflict resolution, personal boundaries, trust, and interpersonal decision-making.

The program promotes healthy social connections while reducing relationship barriers that may interfere with personal growth, employment, independent living, and community inclusion.

Target Population

Healthy Relationships™ is designed for individuals who:

- Desire to strengthen personal relationships.
 - Need support improving interpersonal communication.
 - Experience difficulty maintaining healthy relationships.
 - Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL services.
 - Receive behavioral health rehabilitation services.
 - Are transitioning into independent living.
 - Desire healthier workplace relationships.
 - Want to strengthen family and community relationships.
 - Benefit from structured relationship education.
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)

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- Workforce Solutions
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Schools and Transition Programs
- Community Rehabilitation Providers
- Employers
- Veterans Organizations
- Community-Based Organizations
- Self-Referral

Program Goals

Healthy Relationships™ is designed to:

- Improve interpersonal communication.
- Strengthen emotional intelligence.
- Develop healthy personal boundaries.
- Promote respectful conflict resolution.
- Increase empathy and understanding.
- Strengthen trust and accountability.
- Improve teamwork and cooperation.
- Reduce unhealthy relationship patterns.
- Promote healthy workplace and community relationships.
- Improve overall social and emotional well-being.

Learning Objectives

Upon successful participation, individuals will be able to:

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- Identify the characteristics of healthy and unhealthy relationships.
- Demonstrate respectful verbal and nonverbal communication.
- Establish and maintain healthy personal boundaries.
- Resolve disagreements using constructive communication strategies.
- Demonstrate empathy and active listening.
- Recognize and respect individual differences.
- Build trust through honesty, accountability, and consistency.
- Demonstrate appropriate workplace relationship skills.
- Utilize self-advocacy while respecting the rights of others.
- Develop an individualized Healthy Relationship Action Plan.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Relationship-building skills
- Communication
- Emotional intelligence
- Conflict resolution
- Personal boundaries
- Self-confidence
- Teamwork
- Workplace relationships
- Family and community relationships
- Overall interpersonal effectiveness

Core Service Components

Healthy Relationships™ may include:

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- Foundations of healthy relationships
- Communication and active listening
- Emotional intelligence
- Building trust
- Personal boundaries
- Respect and mutual responsibility
- Conflict resolution
- Healthy decision-making
- Family relationships
- Workplace relationships
- Friendship development
- Community relationships
- Self-advocacy
- Respect for diversity and inclusion
- Healthy Relationship Action Plan

Delivery Formats

Services may be provided through:

- Individual instruction
- Group workshops
- Classroom instruction
- Interactive seminars
- Role-playing exercises
- Community-based learning
- Virtual instruction
- Hybrid service delivery

Recommended Program Length

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Healthy Relationships™ may be delivered as:

- Half-day relationship skills workshop
- One-day seminar
- Multi-session life skills course
- Comprehensive Healthy Relationships™ Academy
- Customized organizational training
- Contract-based relationship education services

Service Settings

Services may be delivered in:

- Workforce Centers
- Schools
- Colleges and universities
- Community rehabilitation programs
- Behavioral health organizations
- Employer worksites
- Community organizations
- Pathway training facilities
- Virtual learning platforms
- Conference and training venues

Related Services

Participants may also benefit from:

- Communication for Success™
- Decision-Making for Life™

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- Social Skills Development
 - Emotional Wellness & Recovery
 - Coping Skills & Emotional Regulation
 - Leadership Development Academy™
 - Professional Workplace Success™
 - Community Participation
-

Curriculum Reference

See: Volume IV(E) – Healthy Relationships™ Curriculum (*Future Development*) for the complete instructor manual, participant workbook, role-playing activities, relationship assessments, facilitator guide, competency evaluations, capstone project, and certification requirements.

Notes

Healthy Relationships™ is one of **The Pathway Institute’s signature proprietary life skills programs** and is designed to strengthen participants’ ability to build healthy, respectful, and productive relationships across every area of life. The curriculum emphasizes practical application through real-world scenarios and skill-building activities that support employment success, independent living, family relationships, community participation, and personal well-being.

The program is intentionally inclusive and person-centered, recognizing that healthy relationships are built on communication, respect, trust, accountability, empathy, and shared responsibility. These competencies strengthen participants’ ability to succeed both personally and professionally while contributing positively to their communities.



SECTION VI

Specialized Programs

Chapter 28

Transition to Independence™

Academy:
Transition Academy

Curriculum Reference:
Volume IV(F) – Transition to Independence™ Curriculum (*Future Development*)

Program Description

Transition to Independence™ is a proprietary Pathway Institute comprehensive transition program designed to prepare adolescents, young adults, and adults experiencing major life transitions with the knowledge, skills, confidence, and resources necessary to successfully achieve independent, productive, and meaningful adult lives.

The program integrates employment readiness, independent living, financial literacy, communication, leadership development, behavioral wellness, community integration, and self-advocacy into one coordinated educational experience. Participants develop individualized transition plans while learning practical skills that support success in education, employment, housing, healthcare, transportation, finances, relationships, and community living.

Transition to Independence™ emphasizes person-centered planning, self-determination, informed choice, and lifelong success while preparing participants to confidently navigate adulthood.

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Program Purpose

The purpose of Transition to Independence™ is to prepare participants for successful adult living by strengthening the knowledge, practical life skills, workplace readiness, decision-making abilities, and self-confidence necessary to achieve independence, community participation, and long-term personal success.

The program promotes self-sufficiency while supporting participants as they transition from dependence to greater personal responsibility and community engagement.

Target Population

Transition to Independence™ is designed for individuals who:

- Are transitioning from high school to adulthood.
 - Are preparing to enter competitive integrated employment.
 - Desire greater independence.
 - Receive Texas Workforce Commission – Vocational Rehabilitation services.
 - Participate in Pre-Employment Transition Services (Pre-ETS).
 - Receive HCS or TxHmL services.
 - Are transitioning from foster care.
 - Are reentering the community following justice involvement.
 - Receive behavioral health rehabilitation services.
 - Desire comprehensive independent living preparation.
-



Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
- School District Transition Programs
- Pre-Employment Transition Services (Pre-ETS)
- Workforce Solutions
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Behavioral Health Organizations
- Foster Care Transition Programs
- Juvenile Justice and Adult Reentry Programs
- Community Rehabilitation Providers
- Veterans Organizations
- Self-Referral

Program Goals

Transition to Independence™ is designed to:

- Prepare participants for independent adult living.
- Increase employment readiness and career planning.
- Strengthen daily living and self-management skills.
- Improve financial literacy.
- Develop communication and leadership abilities.
- Promote healthy decision-making.
- Increase community participation.
- Strengthen self-advocacy and self-determination.
- Prepare participants for post-secondary education or employment.
- Improve long-term quality of life.

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Learning Objectives

Upon successful participation, individuals will be able to:

- Develop an individualized Transition to Independence Plan.
- Identify personal strengths, interests, and long-term goals.
- Demonstrate employment readiness and workplace professionalism.
- Apply independent living skills in daily life.
- Develop and maintain a personal budget.
- Utilize transportation and community resources independently.
- Demonstrate effective communication and relationship-building skills.
- Practice healthy decision-making and problem-solving.
- Advocate for personal needs, rights, and responsibilities.
- Successfully transition into employment, education, or independent community living.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Independent living readiness
- Employment readiness
- Career planning
- Financial literacy
- Communication
- Leadership
- Community participation
- Self-advocacy
- Decision-making
- Overall transition readiness



Core Service Components

Transition to Independence™ may include:

- Person-centered transition planning
- Career exploration
- Employment readiness
- Postsecondary education planning
- Independent living skills
- Financial literacy
- Transportation training
- Community integration
- Leadership development
- Communication skills
- Healthy relationships
- Self-advocacy
- Health and wellness education
- Digital literacy
- Transition portfolio development

Delivery Formats

Services may be provided through:

- Individual transition coaching
- Group instruction
- Classroom-based learning
- Community-based instruction
- School partnerships
- Summer transition academies

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- Virtual instruction
- Hybrid service delivery

Recommended Program Length

Transition to Independence™ may be delivered as:

- Semester-based transition program
- School-year transition academy
- Summer transition institute
- Intensive transition boot camp
- Multi-week workshop series
- Customized contract-based transition services

Service Settings

Services may be delivered in:

- High schools
- Colleges and universities
- Workforce Centers
- Community rehabilitation programs
- Community organizations
- Pathway training facilities
- Employer worksites
- Independent living settings
- Virtual learning platforms
- Other approved community locations



Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Communication for Success™
- Decision-Making for Life™
- Financial Wellness Academy™
- Independent Living Skills Training
- Community Participation
- Leadership Development Academy™
- Digital Literacy Essentials™
- Healthy Relationships™
- Professional Workplace Success™

Curriculum Reference

See: Volume IV(F) – Transition to Independence™ Curriculum (*Future Development*) for the complete instructor manual, participant workbook, transition planning guide, facilitator resources, competency assessments, capstone project, transition portfolio requirements, and graduation standards.

Notes

Transition to Independence™ represents **The Pathway Institute’s comprehensive transition model**, bringing together the best elements of every academy into one coordinated program. Participants complete the program with a personalized transition portfolio, a clear action plan for employment and independent living, and practical skills that support long-term success.



The curriculum is designed to serve a broad range of participants while remaining adaptable to the requirements of school districts, vocational rehabilitation agencies, community rehabilitation providers, behavioral health organizations, foster care transition programs, and workforce development initiatives.



Chapter 29

Veterans Employment Success Program™

Academy:

Specialized Programs Academy

Curriculum Reference:

Volume IV(F) – Veterans Employment Success Program™ Curriculum (*Future Development*)

Program Description

Veterans Employment Success Program™ is a proprietary Pathway Institute workforce reintegration and career development program designed to assist veterans, transitioning service members, National Guard members, Reservists, and eligible military spouses in successfully transitioning to civilian employment, career advancement, and community reintegration.

The program recognizes the unique strengths veterans bring to the workforce while addressing common transition challenges such as translating military experience into civilian employment, navigating the job market, identifying transferable skills, understanding civilian workplace culture, strengthening interview techniques, expanding professional networks, and developing long-term career plans.

Participants receive individualized coaching, workforce development training, career planning, leadership development, financial wellness education, and community resource navigation designed to support meaningful employment and long-term career success.



Program Purpose

The purpose of Veterans Employment Success Program™ is to assist veterans in successfully transitioning into meaningful civilian careers while promoting economic self-sufficiency, leadership, community engagement, and long-term professional success.

The program honors military service while helping participants translate their military experiences into civilian career opportunities and sustainable employment.

Target Population

Veterans Employment Success Program™ is designed for:

- Honorable and general discharge veterans.
 - Transitioning active-duty service members.
 - National Guard members.
 - Reserve component members.
 - Eligible military spouses.
 - Disabled veterans.
 - Veterans receiving Vocational Rehabilitation services.
 - Veterans seeking career advancement.
 - Veterans reentering the workforce.
 - Veterans pursuing post-secondary education or professional certification.
-

Eligibility

Participants may be referred through:

- U.S. Department of Veterans Affairs (VA)

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- Texas Veterans Commission (TVC)
 - Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
 - Workforce Solutions
 - Disabled Veterans Outreach Program (DVOP)
 - Local Veterans Employment Representatives (LVER)
 - Veteran Service Organizations (VSOs)
 - Community Colleges and Universities
 - Community Rehabilitation Providers
 - Employers
 - Self-Referral
-

Program Goals

Veterans Employment Success Program™ is designed to:

- Increase veteran employment opportunities.
 - Strengthen civilian career readiness.
 - Translate military skills into civilian competencies.
 - Improve résumé and interview performance.
 - Strengthen leadership and professional communication.
 - Increase awareness of veteran benefits and employment resources.
 - Promote financial wellness and career planning.
 - Strengthen workplace adaptability.
 - Support long-term employment retention.
 - Promote successful community reintegration.
-

Learning Objectives

Upon successful participation, individuals will be able to:

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- Translate military experience into civilian résumés and interviews.
- Identify transferable leadership and technical skills.
- Develop an individualized civilian career plan.
- Conduct effective job searches using veteran-focused resources.
- Demonstrate professional interviewing techniques.
- Build professional networks within civilian industries.
- Understand civilian workplace expectations and organizational culture.
- Access veteran benefits and community support resources.
- Develop financial goals that support long-term career success.
- Demonstrate confidence throughout the civilian employment transition.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Civilian employment readiness
- Career planning
- Résumé quality
- Interview confidence
- Leadership application
- Professional networking
- Employment attainment
- Employment retention
- Financial confidence
- Community reintegration

Core Service Components

Veterans Employment Success Program™ may include:

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- Military-to-civilian transition planning
- Transferable skills identification
- Career exploration
- Civilian résumé development
- Interview preparation
- Professional networking
- LinkedIn and online professional branding
- Leadership development
- Financial wellness
- Veteran benefits education and referral
- Employer engagement
- Job search strategies
- Career coaching
- Community resource navigation
- Individual Career Success Plan

Delivery Formats

Services may be provided through:

- Individual career coaching
- Veteran employment workshops
- Classroom instruction
- Group seminars
- Community-based instruction
- Employer hiring events
- Virtual instruction
- Hybrid service delivery

Recommended Program Length

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Veterans Employment Success Program™ may be delivered as:

- One-day transition workshop
- Multi-session employment readiness course
- Eight-week Veteran Career Academy
- Individual career coaching series
- Customized employer-sponsored veteran transition programs
- Contract-based workforce development services

Service Settings

Services may be delivered in:

- Workforce Centers
- Texas Veterans Commission offices
- VA Medical Centers and Community-Based Outpatient Clinics (when partnered)
- Community colleges and universities
- Veteran Service Organizations
- Employer training facilities
- Community organizations
- Pathway training facilities
- Virtual learning platforms
- Military transition events

Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Career Exploration & Planning

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- Career Advancement Services
- Communication for Success™
- Leadership Development Academy™
- Professional Workplace Success™
- Financial Wellness Academy™
- Decision-Making for Life™
- Transition to Independence™

Curriculum Reference

See: Volume IV(F) – Veterans Employment Success Program™ Curriculum (*Future Development*) for the complete instructor manual, participant workbook, career transition exercises, facilitator guide, competency assessments, capstone project, Veteran Career Portfolio, and certification requirements.

Notes

The Veterans Employment Success Program™ reflects Pathway's commitment to honoring military service by helping veterans build successful civilian careers and meaningful post-service lives. The program combines career development, leadership, financial wellness, and community resource navigation into a comprehensive transition model that recognizes veterans' strengths while addressing the unique challenges of civilian workforce integration.

The curriculum is designed to support partnerships with the **Texas Veterans Commission, Texas Workforce Commission, U.S. Department of Veterans Affairs, Workforce Solutions**, colleges, employers, veteran service organizations, and other community partners.



Chapter 30

Career Advancement & Professional Growth™

Academy:
Specialized Programs Academy

Curriculum Reference:
Volume IV(F) – Career Advancement & Professional Growth™ Curriculum (*Future Development*)

Program Description

Career Advancement & Professional Growth™ is a proprietary Pathway Institute workforce development program designed to help individuals strengthen the knowledge, skills, and strategies necessary to advance within their chosen careers. The program supports participants who have already entered the workforce and are seeking promotions, increased responsibilities, professional certifications, leadership opportunities, higher wages, or career transitions.

Participants receive individualized career coaching, professional development instruction, leadership training, goal-setting support, networking strategies, and career planning designed to promote long-term employment retention and upward career mobility.

The curriculum emphasizes continuous learning, adaptability, professionalism, and intentional career planning while preparing participants to remain competitive in today's evolving workforce.



Program Purpose

The purpose of Career Advancement & Professional Growth™ is to empower participants to intentionally manage their careers by developing advanced workplace competencies, leadership abilities, professional networks, and career planning strategies that support long-term career success and economic mobility.

The program promotes lifelong learning and continuous professional development.

Target Population

Career Advancement & Professional Growth™ is designed for individuals who:

- Are currently employed.
 - Desire career advancement opportunities.
 - Seek promotions or supervisory positions.
 - Want to increase earning potential.
 - Receive Vocational Rehabilitation services with advancement goals.
 - Participate in workforce development programs.
 - Desire to change careers.
 - Are returning to the workforce after an absence.
 - Want to pursue professional certifications or continuing education.
 - Seek long-term career planning support.
-

Eligibility

Participants may be referred through:

- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)

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- Workforce Solutions
 - Employers
 - Community Rehabilitation Providers
 - Community Colleges and Universities
 - Professional Associations
 - Veterans Organizations
 - Community-Based Organizations
 - Managed Care Organizations (when appropriate)
 - Self-Referral
-

Program Goals

Career Advancement & Professional Growth™ is designed to:

- Increase opportunities for career advancement.
 - Strengthen leadership competencies.
 - Improve long-term career planning.
 - Promote continuous professional development.
 - Increase earning potential.
 - Strengthen workplace performance.
 - Improve networking and professional branding.
 - Encourage lifelong learning.
 - Prepare participants for supervisory and leadership roles.
 - Improve long-term employment retention.
-

Learning Objectives

Upon successful participation, individuals will be able to:

- Develop an individualized Career Advancement Plan.

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- Identify opportunities for promotion and career growth.
 - Assess personal strengths, transferable skills, and development needs.
 - Build a professional network that supports career goals.
 - Strengthen professional branding through résumés, portfolios, and online profiles.
 - Demonstrate advanced workplace professionalism and leadership behaviors.
 - Develop continuing education and certification plans.
 - Prepare for promotional interviews and advancement opportunities.
 - Establish short-term and long-term career goals.
 - Demonstrate confidence in managing long-term career growth.
-

Program Outcomes

Participants should demonstrate measurable improvements in:

- Career planning
 - Professional development
 - Leadership readiness
 - Workplace performance
 - Professional networking
 - Career confidence
 - Promotion readiness
 - Employment retention
 - Income growth potential
 - Long-term career satisfaction
-

Core Service Components

Career Advancement & Professional Growth™ may include:

- Career assessments

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- Career pathway planning
- Leadership preparation
- Professional branding
- Résumé and portfolio enhancement
- LinkedIn optimization
- Networking strategies
- Continuing education planning
- Certification exploration
- Promotional interview preparation
- Salary negotiation fundamentals
- Mentorship development
- Professional goal setting
- Career resilience and adaptability
- Individual Career Advancement Plan

Delivery Formats

Services may be provided through:

- Individual career coaching
- Professional development workshops
- Leadership seminars
- Employer-sponsored training
- Career advancement cohorts
- Virtual instruction
- Hybrid service delivery
- Executive coaching (when appropriate)

Recommended Program Length

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Career Advancement & Professional Growth™ may be delivered as:

- One-day professional development seminar
- Multi-session career advancement series
- Eight- to twelve-week professional growth academy
- Individual coaching program
- Employer-sponsored leadership development
- Contract-based workforce development services

Service Settings

Services may be delivered in:

- Employer worksites
- Workforce Centers
- Community colleges and universities
- Professional associations
- Government agencies
- Community organizations
- Pathway training facilities
- Conference and training venues
- Virtual learning platforms

Related Services

Participants may also benefit from:

- Professional Workplace Success™
- Leadership Development Academy™
- Communication for Success™

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- Decision-Making for Life™
 - Financial Wellness Academy™
 - Veterans Employment Success Program™
 - Employment Readiness Boot Camp™
 - Career Exploration & Planning
-

Curriculum Reference

See: Volume IV(F) – Career Advancement & Professional Growth™ Curriculum (*Future Development*) for the complete instructor manual, participant workbook, career planning tools, leadership assessments, facilitator guide, competency evaluations, capstone project, and Career Advancement Portfolio requirements.

Notes

Career Advancement & Professional Growth™ extends Pathway’s workforce development continuum beyond job placement by focusing on career mobility, leadership, and long-term success. The curriculum emphasizes that obtaining employment is only the beginning of a successful career journey. Through structured planning, continuous learning, and professional development, participants are equipped to pursue advancement opportunities, increase their earning potential, and achieve sustained career success.

The program is designed to support partnerships with employers, workforce development boards, vocational rehabilitation agencies, community colleges, universities, professional associations, and government organizations seeking to invest in workforce retention and employee development.



Chapter 31

Second Chance Success™ Reentry Program

Academy:

Specialized Programs Academy

Curriculum Reference:

Volume IV(F) – Second Chance Success™ Reentry Curriculum *(Future Development)*

Program Description

Second Chance Success™ Reentry Program is a proprietary Pathway Institute rehabilitation and workforce development program designed to assist justice-involved individuals in successfully transitioning back into their communities through employment preparation, life skills development, independent living education, community integration, and career planning.

The program recognizes that successful reentry requires more than obtaining employment. Participants receive comprehensive instruction in personal responsibility, workplace readiness, financial wellness, communication, decision-making, healthy relationships, housing stability, community resources, and long-term career development.

Participants develop individualized reentry plans while building the confidence, knowledge, and practical skills needed to reduce barriers, increase stability, and successfully reintegrate into their families, workplaces, and communities.



Program Purpose

The purpose of Second Chance Success™ Reentry Program is to prepare participants for successful community reintegration by strengthening employment readiness, independent living skills, personal responsibility, and long-term self-sufficiency.

The program promotes positive decision-making, accountability, lawful community participation, and sustainable career development while reducing barriers to successful reentry.

Target Population

Second Chance Success™ Reentry Program is designed for individuals who:

- Are preparing for release from incarceration.
 - Have recently returned to the community.
 - Are participating in diversion or specialty court programs.
 - Are seeking employment after justice involvement.
 - Need assistance rebuilding independent living skills.
 - Desire long-term career development.
 - Need support navigating community resources.
 - Want to strengthen personal responsibility and decision-making.
 - Desire successful reintegration into family and community life.
 - Benefit from structured workforce and life skills education.
-

Eligibility

Participants may be referred through:

- Community supervision and diversion programs

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- Community rehabilitation providers
 - Workforce Solutions
 - Texas Workforce Commission – Vocational Rehabilitation (when eligible)
 - Community-based organizations
 - Behavioral health organizations
 - Faith-based organizations
 - Reentry organizations
 - Employers participating in second-chance hiring initiatives
 - Self-Referral
-

Program Goals

Second Chance Success™ Reentry Program is designed to:

- Increase employment readiness.
 - Strengthen independent living skills.
 - Improve financial literacy.
 - Develop responsible decision-making.
 - Increase housing stability through planning and resource navigation.
 - Strengthen communication and relationship skills.
 - Promote lawful community participation.
 - Improve long-term employment retention.
 - Increase self-confidence and self-advocacy.
 - Support successful community reintegration.
-

Learning Objectives

Upon successful participation, individuals will be able to:

- Develop an individualized Reentry Success Plan.

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- Create a professional résumé and employment strategy.
 - Demonstrate workplace professionalism and communication skills.
 - Apply budgeting and financial management principles.
 - Identify housing, transportation, healthcare, and community resources.
 - Demonstrate healthy decision-making and problem-solving.
 - Build positive support networks.
 - Develop healthy personal and professional relationships.
 - Establish short-term and long-term personal goals.
 - Demonstrate increased confidence in achieving long-term community success.
-

Program Outcomes

Participants should demonstrate measurable improvements in:

- Employment readiness
 - Employment attainment
 - Independent living readiness
 - Financial literacy
 - Decision-making
 - Community integration
 - Housing stability planning
 - Professional communication
 - Self-confidence
 - Long-term community stability
-

Core Service Components

Second Chance Success™ Reentry Program may include:

- Individual reentry planning

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- Career exploration and job readiness
- Résumé development and interview preparation
- Professional workplace expectations
- Independent living skills
- Financial wellness
- Housing and community resource navigation
- Transportation planning
- Communication and conflict resolution
- Healthy relationships
- Leadership and personal responsibility
- Goal setting and action planning
- Community integration activities
- Employer engagement
- Individual Reentry Success Plan

Delivery Formats

Services may be provided through:

- Individual coaching
- Group instruction
- Classroom-based learning
- Community-based rehabilitation
- Employer engagement workshops
- Peer-supported educational groups (when appropriate)
- Virtual instruction
- Hybrid service delivery

Recommended Program Length

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Second Chance Success™ Reentry Program may be delivered as:

- Four- to eight-week reentry workshop series
- Intensive reentry academy
- Individual reentry coaching
- Community-based rehabilitation program
- Contract-based workforce development services

Service Settings

Services may be delivered in:

- Community-based organizations
- Workforce Centers
- Community rehabilitation programs
- Behavioral health organizations
- Reentry support organizations
- Educational institutions
- Employer training sites
- Pathway training facilities
- Virtual learning platforms
- Other approved community locations

Related Services

Participants may also benefit from:

- Employment Readiness Boot Camp™
- Professional Workplace Success™
- Communication for Success™

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- Decision-Making for Life™
- Financial Wellness Academy™
- Healthy Relationships™
- Community Participation
- Career Advancement & Professional Growth™
- Transition to Independence™

Curriculum Reference

See: Volume IV(F) – Second Chance Success™ Reentry Curriculum (*Future Development*) for the complete instructor manual, participant workbook, facilitator guide, reentry planning tools, competency assessments, capstone project, and Reentry Success Portfolio requirements.

Notes

Second Chance Success™ Reentry Program reflects Pathway's belief that individuals deserve opportunities to build productive, meaningful lives through education, employment, accountability, and community engagement. The curriculum emphasizes practical skill development, personal responsibility, and long-term success while helping participants navigate barriers that can interfere with successful reintegration.

The program is designed to support partnerships with community organizations, workforce agencies, behavioral health providers, educational institutions, employers, and other organizations committed to expanding second-chance opportunities and strengthening communities.



Chapter 32

Disability Empowerment & Self-Advocacy™

Academy:

Specialized Programs Academy

Curriculum Reference:

Volume IV(F) – Disability Empowerment & Self-Advocacy™ Curriculum (*Future Development*)

Program Description

Disability Empowerment & Self-Advocacy™ is a proprietary Pathway Institute education and skill development program designed to help individuals with disabilities develop the confidence, knowledge, and practical skills necessary to advocate for themselves, exercise informed choice, understand their rights and responsibilities, and actively participate in decisions affecting their lives.

The program emphasizes self-determination, independence, disability awareness, effective communication, leadership, problem-solving, goal setting, and informed decision-making. Participants learn strategies for requesting reasonable accommodations, navigating systems and services, communicating their needs respectfully, and building the confidence to pursue educational, employment, and independent living goals.

Instruction is person-centered and focuses on empowering participants to recognize their strengths, make informed choices, and become active partners in planning their futures.



Program Purpose

The purpose of Disability Empowerment & Self-Advocacy™ is to equip participants with the knowledge, confidence, and advocacy skills necessary to exercise self-determination, protect their rights, communicate effectively, and achieve greater independence across employment, education, healthcare, and community settings.

The program promotes dignity, personal responsibility, informed choice, and lifelong self-advocacy.

Target Population

Disability Empowerment & Self-Advocacy™ is designed for individuals who:

- Receive Vocational Rehabilitation services.
 - Receive HCS or TxHmL services.
 - Have intellectual, developmental, physical, sensory, or behavioral health disabilities.
 - Are transitioning from school to adulthood.
 - Desire greater independence and self-determination.
 - Need support understanding disability rights and accommodations.
 - Want to strengthen communication and leadership skills.
 - Desire increased confidence in advocating for themselves.
 - Are preparing for employment or post-secondary education.
 - Benefit from structured self-advocacy instruction.
-

Eligibility

Participants may be referred through:

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- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Local Intellectual and Developmental Disability Authorities (LIDDAs)
 - Managed Care Organizations (MCOs)
 - Behavioral Health Organizations
 - Schools and Transition Programs
 - Workforce Solutions
 - Community Rehabilitation Providers
 - Veterans Organizations
 - Community-Based Organizations
 - Self-Referral
-

Program Goals

Disability Empowerment & Self-Advocacy™ is designed to:

- Increase self-confidence.
 - Strengthen self-determination.
 - Improve communication and advocacy skills.
 - Promote informed decision-making.
 - Increase understanding of disability rights and responsibilities.
 - Strengthen leadership abilities.
 - Encourage active participation in person-centered planning.
 - Improve independence across life domains.
 - Promote workplace and educational success.
 - Increase overall quality of life.
-

Learning Objectives



Upon successful participation, individuals will be able to:

- Identify personal strengths, interests, abilities, and goals.
- Explain the principles of self-determination and informed choice.
- Communicate personal needs, preferences, and goals effectively.
- Request reasonable accommodations appropriately in educational, employment, and community settings.
- Demonstrate knowledge of disability rights and personal responsibilities.
- Participate actively in person-centered planning and goal development.
- Apply problem-solving and decision-making strategies to real-life situations.
- Utilize community resources and support systems effectively.
- Develop an individualized Self-Advocacy Action Plan.
- Demonstrate increased confidence in leading discussions about personal goals and services.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Self-advocacy
- Self-confidence
- Self-determination
- Communication
- Leadership
- Decision-making
- Goal attainment
- Independence
- Community participation
- Employment and educational readiness



Core Service Components

Disability Empowerment & Self-Advocacy™ may include:

- Self-awareness and personal strengths
- Disability identity and empowerment
- Self-determination
- Rights and responsibilities
- Reasonable accommodations
- Effective communication
- Leadership development
- Goal setting
- Decision-making and problem-solving
- Person-centered planning
- Workplace self-advocacy
- Educational self-advocacy
- Community resource navigation
- Civic participation
- Self-Advocacy Action Plan

Delivery Formats

Services may be provided through:

- Individual coaching
- Group workshops
- Classroom instruction
- Community-based learning
- Leadership development activities
- Peer learning groups (when appropriate)
- Virtual instruction
- Hybrid service delivery

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Recommended Program Length

Disability Empowerment & Self-Advocacy™ may be delivered as:

- One-day empowerment workshop
- Multi-session advocacy series
- Eight-week self-advocacy academy
- Youth transition program
- Individual coaching program
- Contract-based educational services

Service Settings

Services may be delivered in:

- Schools
- Workforce Centers
- Community rehabilitation programs
- Independent living centers
- Community organizations
- Colleges and universities
- Employer worksites
- Pathway training facilities
- Virtual learning platforms
- Other approved community settings

Related Services

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Participants may also benefit from:

- Transition to Independence™
- Communication for Success™
- Decision-Making for Life™
- Leadership Development Academy™
- Employment Readiness Boot Camp™
- Independent Living Skills Training
- Community Participation
- Professional Workplace Success™
- Healthy Relationships™

Curriculum Reference

See: Volume IV(F) – Disability Empowerment & Self-Advocacy™ Curriculum (*Future Development*) for the complete instructor manual, participant workbook, advocacy activities, facilitator guide, competency assessments, capstone project, and Self-Advocacy Action Plan templates.

Notes

Disability Empowerment & Self-Advocacy™ reflects The Pathway Institute's commitment to person-centered services that promote dignity, independence, and informed choice. Rather than speaking for participants, the curriculum equips individuals to speak for themselves, participate actively in planning their futures, and advocate effectively in employment, education, healthcare, and community settings.

The curriculum supports Pathway's philosophy that individuals achieve their greatest success when they are empowered with knowledge, practical skills, and the confidence to make informed decisions and pursue their own goals.

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Chapter 33

Family & Caregiver Education Program™

Academy:

Specialized Programs Academy

Curriculum Reference:

Volume IV(F) – Family & Caregiver Education Program™ Curriculum (*Future Development*)

Program Description

Family & Caregiver Education Program™ is a proprietary Pathway Institute education and support program designed to equip family members, caregivers, guardians, and natural supports with the knowledge, practical strategies, and community resources needed to effectively support individuals with disabilities, behavioral health needs, and other rehabilitation goals.

The program emphasizes person-centered practices, effective communication, independence, self-determination, employment support, community inclusion, behavior support strategies, and collaborative planning. Participants learn how to encourage growth while promoting dignity, choice, and independence rather than unnecessary dependence.

Family & Caregiver Education Program™ recognizes that informed and engaged support systems play a critical role in helping individuals achieve successful outcomes across employment, education, independent living, behavioral wellness, and community participation.



Program Purpose

The purpose of Family & Caregiver Education Program™ is to strengthen the knowledge, confidence, and effectiveness of families and caregivers by providing practical education that supports person-centered services, participant independence, collaboration, and long-term success.

The program promotes partnerships between individuals, families, caregivers, providers, employers, educators, and community organizations.

Target Population

Family & Caregiver Education Program™ is designed for:

- Parents and family members.
 - Legal guardians.
 - Foster and kinship caregivers.
 - Direct Support Professionals (DSPs).
 - Host Home providers.
 - Supported living providers.
 - Caregivers supporting individuals receiving rehabilitation services.
 - Family members of transition-age youth.
 - Natural supports involved in person-centered planning.
 - Others who provide ongoing support to participants.
-

Eligibility

Participants may be referred through:

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- Texas Workforce Commission – Vocational Rehabilitation (TWC-VR)
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- Local Intellectual and Developmental Disability Authorities (LIDDAs)
- Managed Care Organizations (MCOs)
- Behavioral Health Organizations
- Schools and Transition Programs
- Community Rehabilitation Providers
- Community-Based Organizations
- Self-Referral

Program Goals

Family & Caregiver Education Program™ is designed to:

- Increase understanding of person-centered practices.
- Promote participant independence.
- Strengthen communication between caregivers and participants.
- Improve collaboration with service providers.
- Increase knowledge of community resources.
- Support employment and independent living goals.
- Strengthen advocacy and informed decision-making.
- Improve caregiver confidence.
- Encourage healthy support strategies.
- Promote positive long-term outcomes.

Learning Objectives

Upon successful participation, individuals will be able to:

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- Explain the principles of person-centered planning.
- Identify strategies that promote independence and self-determination.
- Support employment, education, and community participation goals.
- Demonstrate effective communication with participants and service providers.
- Recognize the difference between providing support and creating dependency.
- Identify community resources and referral options.
- Support healthy decision-making while respecting participant choice.
- Participate effectively in interdisciplinary planning meetings.
- Develop an individualized Family & Caregiver Support Plan.
- Apply practical strategies that encourage long-term participant success.

Program Outcomes

Participants should demonstrate measurable improvements in:

- Caregiver confidence
- Family engagement
- Communication
- Person-centered support
- Participant independence
- Collaboration
- Community resource knowledge
- Advocacy
- Service coordination
- Overall participant outcomes

Core Service Components

Family & Caregiver Education Program™ may include:

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- Person-centered planning
- Understanding disability and rehabilitation services
- Supporting employment goals
- Independent living support strategies
- Positive communication techniques
- Healthy boundaries
- Promoting self-advocacy
- Community resource navigation
- Caregiver wellness and resilience
- Collaboration with providers
- Transition planning
- Crisis preparedness and response planning
- Ethical and respectful support practices
- Cultural responsiveness in caregiving
- Family & Caregiver Support Plan

Delivery Formats

Services may be provided through:

- Individual consultation
- Family education sessions
- Group workshops
- Community seminars
- Parent and caregiver support groups (*educational in nature*)
- Virtual instruction
- Hybrid service delivery
- Contract-based training programs

Recommended Program Length

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Family & Caregiver Education Program™ may be delivered as:

- Half-day educational workshop
- One-day seminar
- Multi-session caregiver education series
- Eight-week caregiver academy
- Customized organizational training
- Ongoing family education services

Service Settings

Services may be delivered in:

- Community rehabilitation programs
- Schools
- Community organizations
- Independent living centers
- Behavioral health organizations
- Provider agencies
- Pathway training facilities
- Conference and training venues
- Virtual learning platforms
- Other approved community settings

Related Services

Participants may also benefit from:

- Disability Empowerment & Self-Advocacy™
- Transition to Independence™

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- Behavioral Support Services
- Psychosocial Rehabilitation
- Independent Living Skills Training
- Healthy Relationships™
- Communication for Success™
- Community Participation
- Employment Readiness Boot Camp™

Curriculum Reference

See: Volume IV(F) – Family & Caregiver Education Program™ Curriculum (*Future Development*) for the complete instructor manual, participant workbook, caregiver resources, facilitator guide, family discussion activities, competency assessments, and Family & Caregiver Support Plan templates.

Notes

Family & Caregiver Education Program™ reflects The Pathway Institute's belief that successful rehabilitation is strengthened when families and caregivers become informed partners in the rehabilitation process. The curriculum emphasizes collaboration, education, and empowerment while respecting participant autonomy, dignity, and self-determination.

The program is designed to help caregivers build the skills needed to support independence, reinforce positive outcomes, and work effectively with rehabilitation professionals, educators, employers, and community partners.



Chapter 34

Employer Partnership & Inclusive Workplace Training™

Academy:
Specialized Programs Academy

Curriculum Reference:
Volume IV(F) – Employer Partnership & Inclusive Workplace Training™ Curriculum
(Future Development)

Program Description

Employer Partnership & Inclusive Workplace Training™ is a proprietary Pathway Institute organizational development program designed to assist employers in building inclusive, accessible, and high-performing workplaces through workforce education, disability inclusion, leadership development, employee training, and strategic workforce partnerships.

The program provides employers with practical tools and evidence-informed strategies to recruit, hire, retain, support, and advance qualified individuals from diverse backgrounds, including individuals with disabilities, veterans, justice-involved individuals, and other underrepresented talent pools.

Participants—including business owners, executives, supervisors, managers, human resources professionals, and frontline employees—receive practical instruction in disability awareness, reasonable accommodations, inclusive leadership, communication, workplace accessibility, employee engagement, retention strategies, and partnership development.



Program Purpose

The purpose of Employer Partnership & Inclusive Workplace Training™ is to help organizations strengthen workforce performance by creating inclusive workplace cultures, improving employee retention, expanding talent pipelines, and building sustainable partnerships with workforce development and rehabilitation organizations.

The program equips employers with practical knowledge that supports compliance, inclusion, and organizational excellence.

Target Population

Employer Partnership & Inclusive Workplace Training™ is designed for:

- Business owners.
 - Human resource professionals.
 - Executive leadership teams.
 - Supervisors and managers.
 - Frontline employees.
 - Government agencies.
 - Nonprofit organizations.
 - Educational institutions.
 - Workforce development organizations.
 - Organizations seeking inclusive workforce practices.
-

Eligibility

Organizations may participate through:

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- Direct contract with Pathway Institute.
- Employer partnerships.
- Workforce development initiatives.
- Texas Workforce Commission partnerships.
- Vocational Rehabilitation collaborations.
- Chambers of Commerce.
- Economic development organizations.
- Industry associations.
- Government agencies.
- Community-Based Organizations.

Program Goals

Employer Partnership & Inclusive Workplace Training™ is designed to:

- Promote inclusive workplace cultures.
- Increase disability awareness and confidence.
- Improve recruitment and retention strategies.
- Strengthen supervisor and leadership effectiveness.
- Increase understanding of reasonable workplace accommodations.
- Improve employee engagement.
- Expand partnerships with workforce development organizations.
- Strengthen organizational communication.
- Promote equitable employment opportunities.
- Improve overall organizational performance.

Learning Objectives

Upon successful participation, organizations will be able to:

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- Identify strategies for building inclusive workplace cultures.
 - Understand the benefits of diverse talent recruitment.
 - Demonstrate effective communication with employees from diverse backgrounds.
 - Recognize when workplace accommodations may support employee success.
 - Develop strategies for improving employee retention and engagement.
 - Strengthen supervisor confidence in supporting diverse teams.
 - Build partnerships with workforce development and rehabilitation organizations.
 - Promote professional growth opportunities for employees.
 - Develop an Inclusive Workplace Action Plan.
 - Demonstrate organizational commitment to continuous workforce improvement.
-

Program Outcomes

Organizations should demonstrate measurable improvements in:

- Workplace inclusion
 - Employee engagement
 - Retention strategies
 - Leadership effectiveness
 - Supervisor confidence
 - Organizational communication
 - Workforce diversity initiatives
 - Community partnerships
 - Talent pipeline development
 - Overall organizational culture
-

Core Service Components

Employer Partnership & Inclusive Workplace Training™ may include:

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- Disability awareness
- Inclusive leadership
- Workplace communication
- Team building
- Employee engagement
- Reasonable accommodation awareness
- Retention best practices
- Inclusive hiring strategies
- Performance coaching
- Conflict resolution
- Professional development planning
- Workforce partnership development
- Organizational culture improvement
- Strategic workforce planning
- Inclusive Workplace Action Plan

Delivery Formats

Services may be provided through:

- Executive coaching
- Leadership workshops
- Supervisor training
- Human resources seminars
- Employee development workshops
- On-site organizational training
- Virtual instruction
- Hybrid service delivery
- Conference presentations



Recommended Program Length

Employer Partnership & Inclusive Workplace Training™ may be delivered as:

- Two-hour executive briefing
 - Half-day workshop
 - Full-day organizational training
 - Multi-session leadership series
 - Customized corporate training
 - Ongoing organizational consulting partnership
-

Service Settings

Services may be delivered in:

- Employer worksites
 - Corporate training centers
 - Government agencies
 - Educational institutions
 - Conference venues
 - Community organizations
 - Workforce development events
 - Pathway training facilities
 - Virtual learning platforms
-

Related Services

Organizations may also benefit from:

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- Professional Workplace Success™
- Leadership Development Academy™
- Communication for Success™
- Career Advancement & Professional Growth™
- Veterans Employment Success Program™
- Employment Readiness Boot Camp™
- Customized Training & Organizational Consulting Services™
- Job Development & Placement Services

Curriculum Reference

See: Volume IV(F) – Employer Partnership & Inclusive Workplace Training™ Curriculum (*Future Development*) for the complete facilitator manual, participant workbook, employer toolkit, organizational assessments, action planning templates, competency evaluations, and implementation resources.

Notes

Employer Partnership & Inclusive Workplace Training™ represents The Pathway Institute's commitment to supporting both employers and job seekers. By strengthening workplace cultures, leadership capacity, and inclusive employment practices, the program helps organizations attract, develop, and retain talented employees while expanding opportunities for individuals seeking meaningful careers.

The curriculum is designed to complement—not replace—an organization's existing human resources, legal, or compliance functions. Instead, it provides practical education, workforce development strategies, and partnership opportunities that contribute to stronger organizations and healthier communities.



Chapter 35

Customized Training & Organizational Consulting Services™

Academy:
Specialized Programs Academy

Curriculum Reference:
Volume IV(F) – Customized Training & Organizational Consulting Services™ (*Future Development*)

Program Description

Customized Training & Organizational Consulting Services™ is a proprietary Pathway Institute professional services program designed to assist organizations in developing customized workforce development solutions, educational programs, organizational training, and capacity-building initiatives that address their unique goals, workforce needs, and operational challenges.

Rather than delivering a standardized curriculum, Pathway collaborates with each organization to assess needs, identify opportunities, design customized solutions, and deliver high-quality training, technical assistance, facilitation, coaching, and consulting services that support organizational growth and workforce excellence.

Customized services may include curriculum development, strategic planning facilitation, workforce training, leadership development, disability inclusion education, rehabilitation program consultation, employment program design, policy review, staff development, and other professional services tailored to client objectives.



Program Purpose

The purpose of Customized Training & Organizational Consulting Services™ is to provide organizations with flexible, evidence-informed, and client-centered professional services that strengthen workforce capacity, improve organizational effectiveness, enhance service quality, and support sustainable organizational growth.

The program promotes collaboration, innovation, continuous improvement, and practical solutions that create measurable organizational outcomes.

Target Population

Customized Training & Organizational Consulting Services™ is designed for:

- Government agencies.
 - Community rehabilitation providers.
 - Workforce development organizations.
 - Educational institutions.
 - Employers and private businesses.
 - Nonprofit organizations.
 - Healthcare organizations.
 - Behavioral health providers.
 - Managed care organizations.
 - Community-based organizations.
 - Faith-based organizations.
 - Professional associations.
-

Eligibility



Organizations may engage Pathway through:

- Direct service agreements.
- Professional consulting contracts.
- Workforce development partnerships.
- Government procurement opportunities.
- Grant-funded initiatives.
- Strategic partnership agreements.
- Memorandums of Understanding (MOUs).
- Training service agreements.
- Employer-sponsored professional development.
- Customized project proposals.

Program Goals

Customized Training & Organizational Consulting Services™ is designed to:

- Strengthen organizational performance.
- Build workforce capacity.
- Improve service delivery systems.
- Develop customized educational programs.
- Enhance leadership effectiveness.
- Improve employee engagement and retention.
- Promote inclusive organizational practices.
- Support strategic planning and organizational growth.
- Increase collaboration with community partners.
- Deliver measurable, sustainable organizational improvements.

Learning Objectives

“Pathway today. Possibilities tomorrow.”

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Upon completion of a customized engagement, participating organizations will be able to:

- Identify organizational strengths and improvement opportunities.
- Implement customized workforce development strategies.
- Strengthen leadership and management practices.
- Improve employee knowledge and professional competencies.
- Develop organization-specific action plans.
- Enhance collaboration across departments and community partners.
- Apply best practices appropriate to the organization's goals and operating environment.
- Evaluate progress using measurable performance indicators.
- Build internal capacity for continuous improvement.
- Sustain organizational changes through ongoing planning and evaluation.

Program Outcomes

Organizations should demonstrate measurable improvements in:

- Organizational effectiveness
- Workforce development
- Employee performance
- Leadership capacity
- Service quality
- Strategic planning
- Staff engagement
- Community partnerships
- Program implementation
- Long-term organizational sustainability

Core Service Components



Customized Training & Organizational Consulting Services™ may include:

- Organizational needs assessments
- Strategic planning facilitation
- Workforce development planning
- Curriculum design and instructional development
- Leadership coaching
- Staff training and professional development
- Disability inclusion consulting
- Employment program development
- Program evaluation support
- Policy and procedure consultation
- Team-building facilitation
- Meeting and retreat facilitation
- Community partnership development
- Technical assistance
- Organizational Action Plan

Delivery Formats

Services may be provided through:

- On-site consulting
- Executive coaching
- Strategic planning retreats
- Leadership development programs
- Professional workshops
- Technical assistance
- Virtual consulting
- Hybrid consulting engagements
- Long-term consulting partnerships



Recommended Engagement Length

Customized Training & Organizational Consulting Services™ are tailored to each client and may include:

- Single-session consultations
 - Half-day workshops
 - Full-day training programs
 - Multi-session professional development series
 - Long-term consulting engagements
 - Multi-year organizational partnerships
-

Service Settings

Services may be delivered in:

- Client worksites
 - Government agencies
 - Educational institutions
 - Healthcare organizations
 - Community rehabilitation providers
 - Corporate offices
 - Conference facilities
 - Pathway training facilities
 - Virtual platforms
 - Other approved locations
-

Related Services



Organizations may also benefit from:

- Employer Partnership & Inclusive Workplace Training™
- Leadership Development Academy™
- Professional Workplace Success™
- Communication for Success™
- Decision-Making for Life™
- Financial Wellness Academy™
- Career Advancement & Professional Growth™
- Employment Readiness Boot Camp™

Curriculum Reference

See: Volume IV(F) – Customized Training & Organizational Consulting Services™ (*Future Development*) for consulting methodologies, organizational assessment tools, project planning templates, facilitator resources, evaluation instruments, implementation guides, and customized engagement frameworks.

Notes

Customized Training & Organizational Consulting Services™ represents the culmination of The Pathway Institute’s expertise in workforce development, rehabilitation, leadership education, independent living, behavioral health, and organizational excellence. Every engagement is tailored to the client’s mission, goals, and operational environment while emphasizing practical solutions, measurable outcomes, and sustainable improvement.

As organizational needs evolve, Pathway remains committed to collaborative partnerships that strengthen individuals, organizations, and communities through education, innovation, and service excellence.