



Achieving Meaningful Employment for Youth with Intellectual and Developmental Disabilities: High School Transition the Project SEARCH Way.

Program Philosophy

People with disabilities have the right to choose a path toward education and employment. However, while freedom of choice is given, the right to work is earned. Earning the right to work is dependent upon the student's preparation.

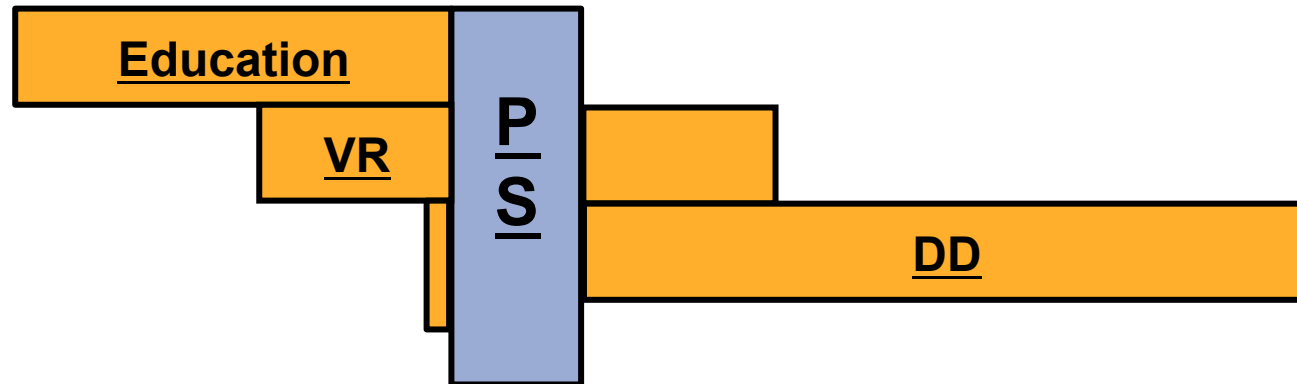


Stephen Simon, ADA Quarterly, Fall 1998

- Serial Funding



- Project SEARCH Funding



Project SEARCH High School Transition

Project SEARCH is a one-year, school-to-work program for young people with intellectual and developmental disabilities.

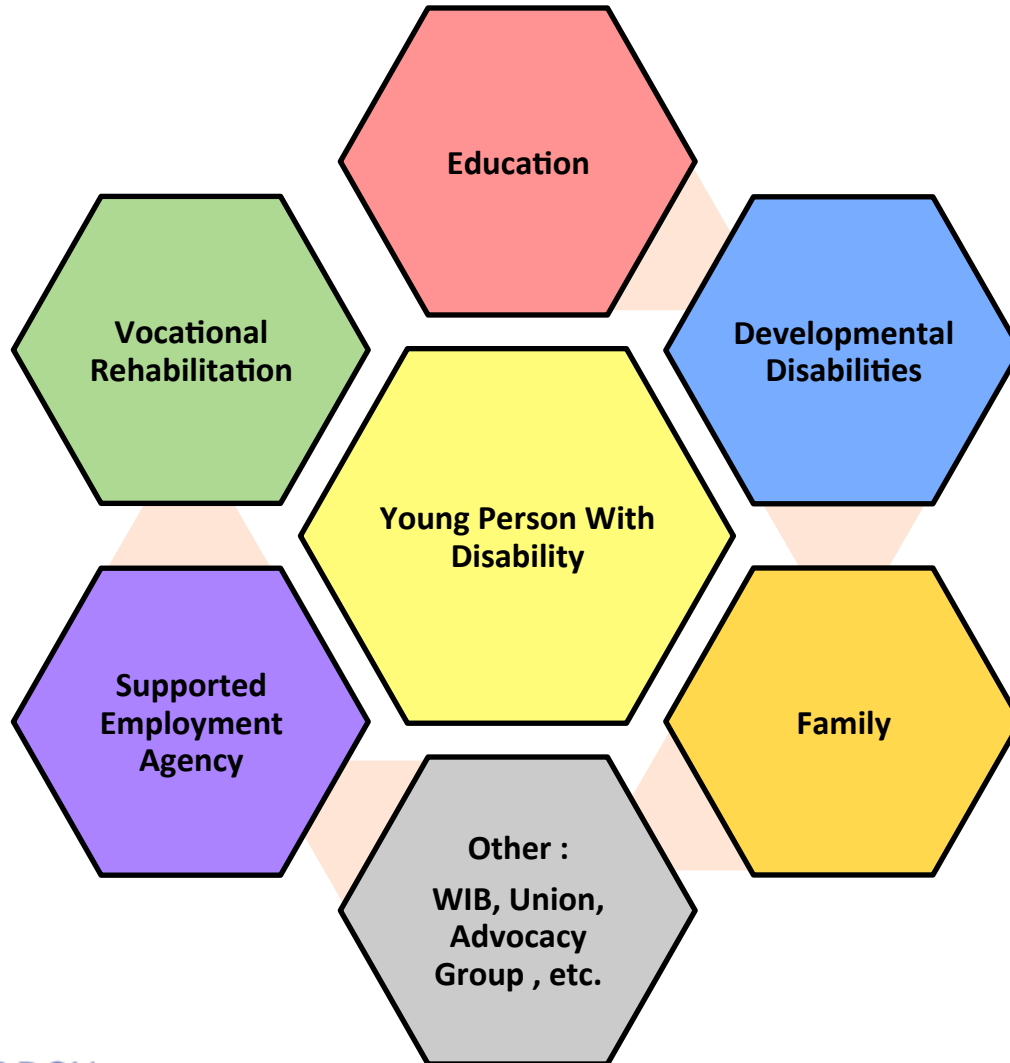
- Goal of competitive employment
- Total workplace immersion
- Internship rotations for career exploration and job skills acquisition
- Customized job-search assistance

Outcome of Employment

The Project SEARCH Definition of a Successful Outcome:

- Competitive employment in an integrated setting
- Year-round work
- 16 hours/week or more
- Minimum wage or higher

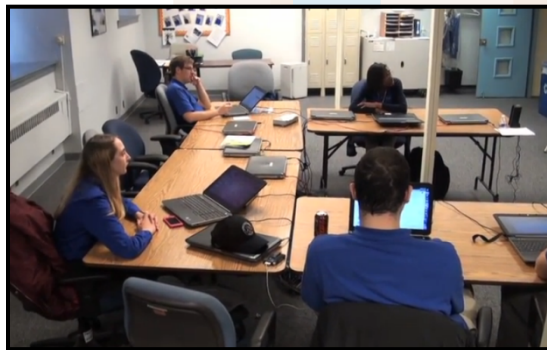
Project SEARCH Partners





The business provides:

- Business liaison
- Internships
- Classroom



Program Description

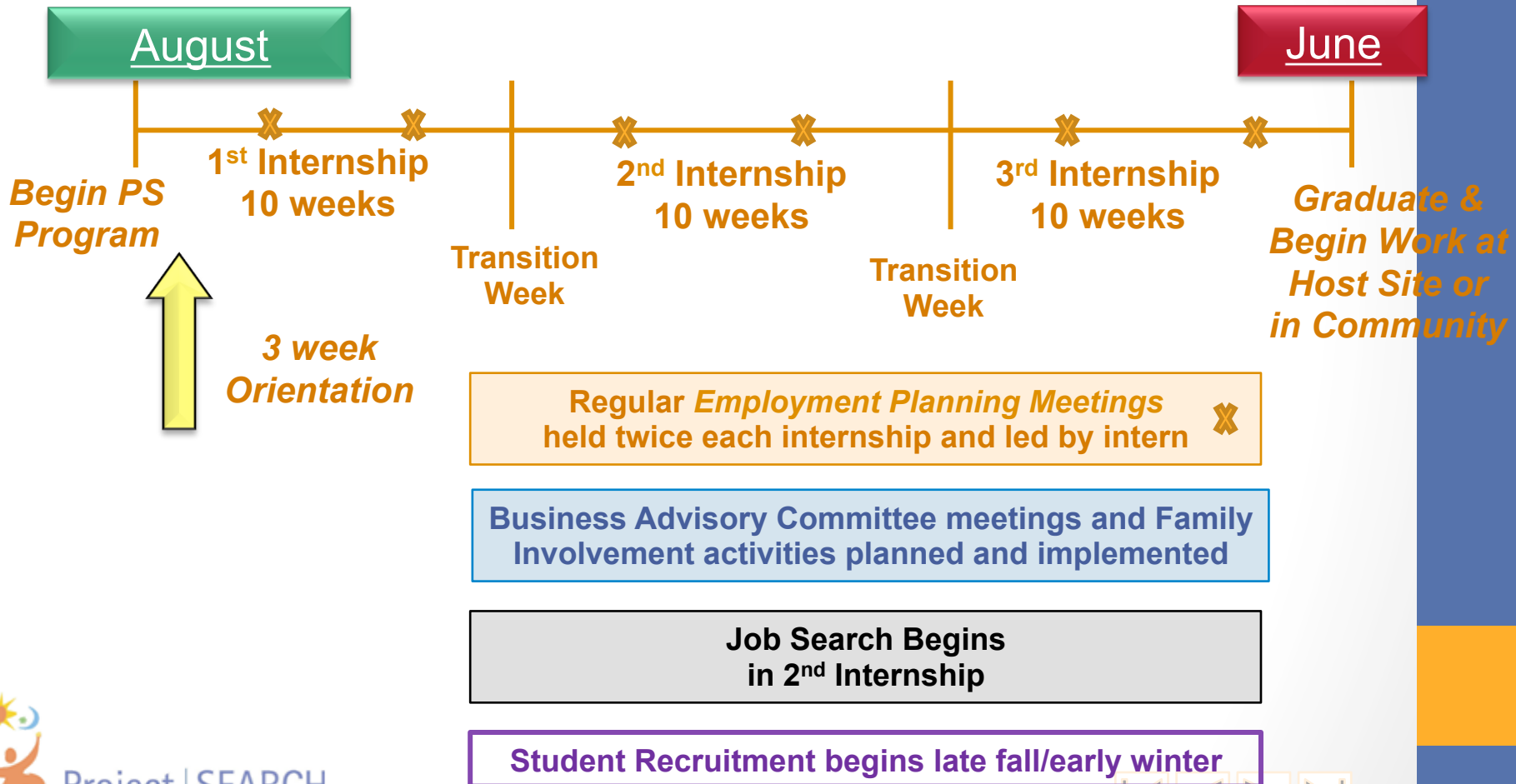
- One school year
- 10-12 students with a variety of intellectual and developmental disabilities
- Certified tutor and job coaches
- Immersed in host business culture
- Rotations through unpaid internships with continual feedback
- Outcome of employment in the community

Program Description-Eligibility Criteria

- 18 – 21 years old
- Last year of school eligibility
- Eligible for services
- Appropriate hygiene, social, and communication skills
- Ability to take direction and change behavior
- Access public transportation
- Pass drug screen, background check
- Desire to Work!

Annual Project SEARCH Calendar

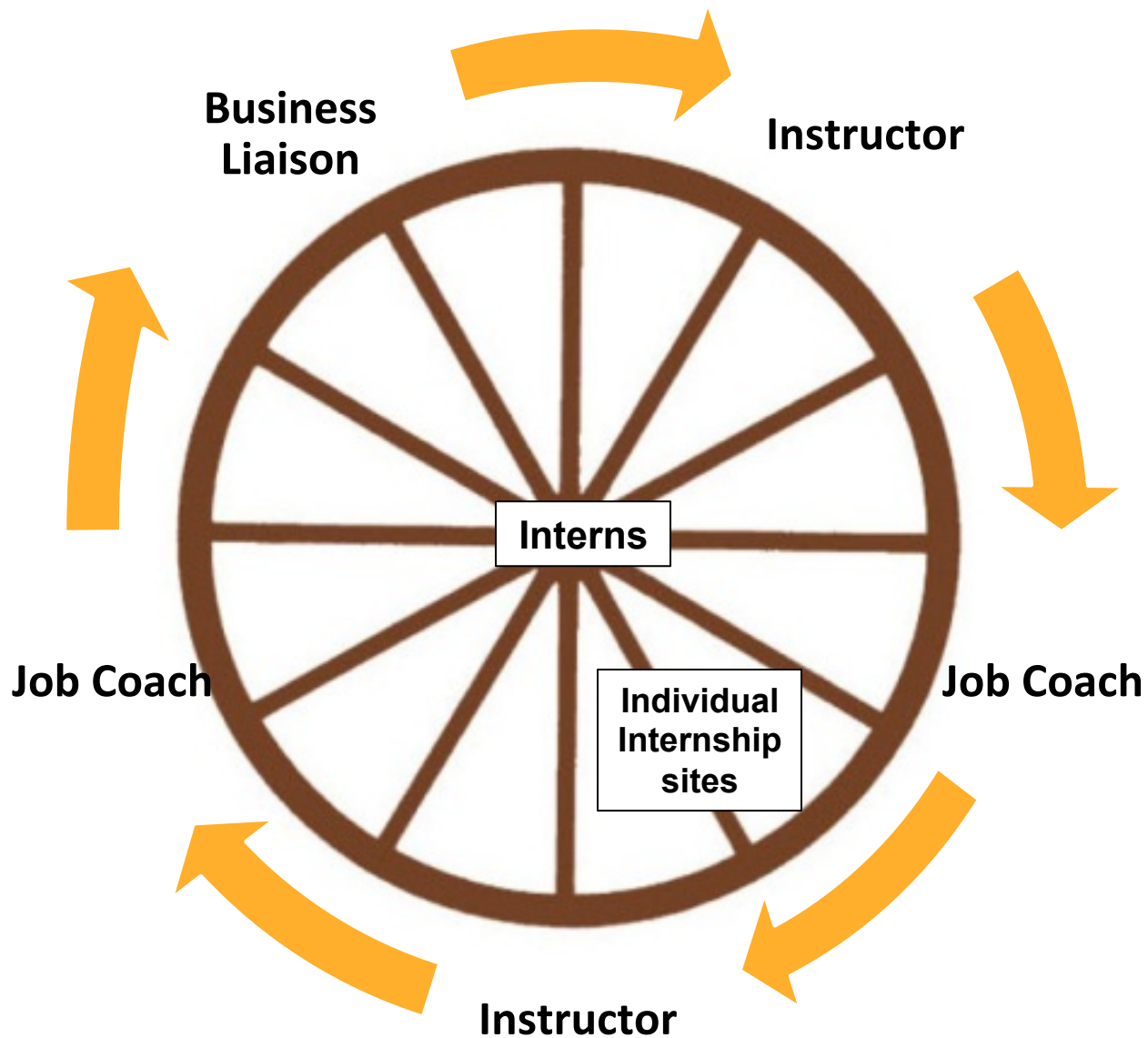
mirrors local school calendar



A Day in the life of a Project SEARCH Student

- 8:00 Employability Skills
- 9:00 Internship site
- 11:30 Lunch
- 12:15 Internship site
- 2:00 Review, Plan, Journaling
- 2:30 Depart





Internships



- Marketable Skills
- 4 – 5 hours of day, 910 per year
- Work/ Social Skills
- Integrated
- Cascading skills
- For the benefit of the student, not the benefit of the host employer

Focus on Quality and Productivity



Quality Exercise



Banking: Filing

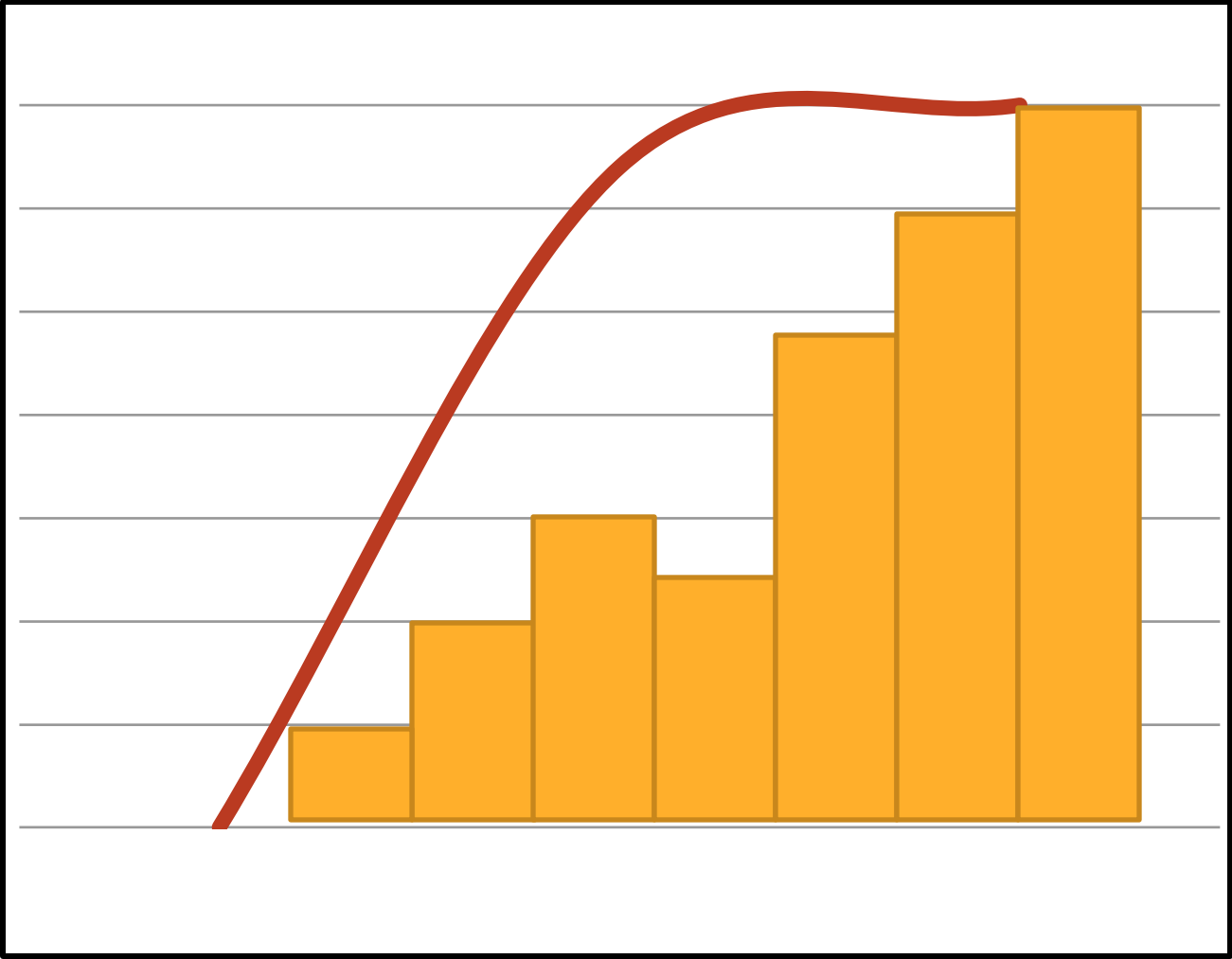
8%)



300 files a day, 98% accuracy



Same Destination, Different Journey



All tasks during orientation and probation

Transporter

Retrieve and clean stretchers

Maintain Changing Area

Check oxygen tanks

Maintain waiting area

Deliver contrast

Transport patients

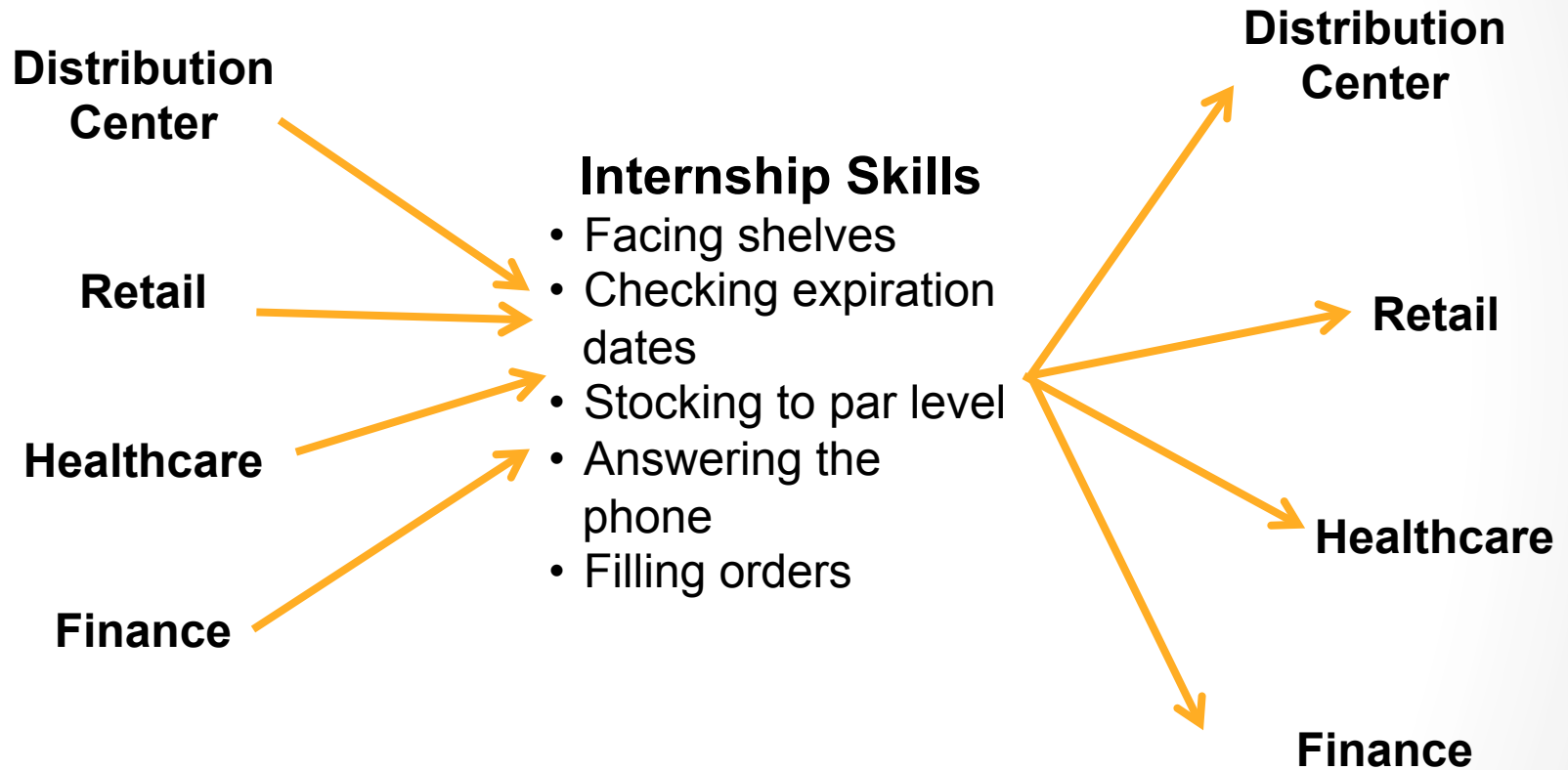
Transporter

First internship

Second Internship

Third Internship

Broad Career Exploration and Skill Development

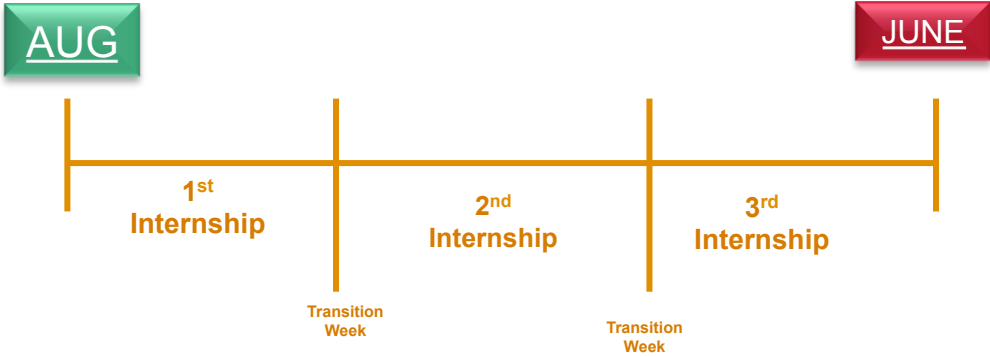


Focused Goal and Skill Development



- 1st Rotation: VP Office – focus on phone and communication skills
- 2nd Rotation: Consumer Lending – focus on computer skills
- 3rd Rotation: Receptionist in Lobby
- Hired as receptionist at Fifth Third

If interns can do a job without Project SEARCH.....



...these same jobs are not acceptable employment outcomes after a year of Project SEARCH training!!!





Volunteer

Our young people
are interns, not
volunteers.
But when
appropriate we will
volunteer!

Business Advisory Committee

- Goal is to assist interns in their job search and create employment opportunities
- Focused, active meetings that involve work with interns
- Members are business members in community that represent communities where interns live
- Led by Business Liaison

Family Involvement Program

Family Involvement results in:

- **High expectations and accountability to the team**
- **Successful transition to employment**
- *Family Involvement Program includes:*
 - 3 training programs
 - Introduction to Project SEARCH
 - SSI and Benefits Analysis
 - Gaining and Maintaining Employment

Role of Family

- **Support use of public transportation and assists with travel arrangement**
- **Assist interns with attendance and appropriate employability skills**
- **Communicates and shares with Project SEARCH[®] staff regarding important issues, challenges and successes**
- **Networks in their own circles and brings ideas for jobs**
- **Assists in defining and working toward Career Plan/Job Goal**

Nontraditional Jobs

**Not the “Easiest Jobs”
But
“Complex and Systematic”**

Culture Change



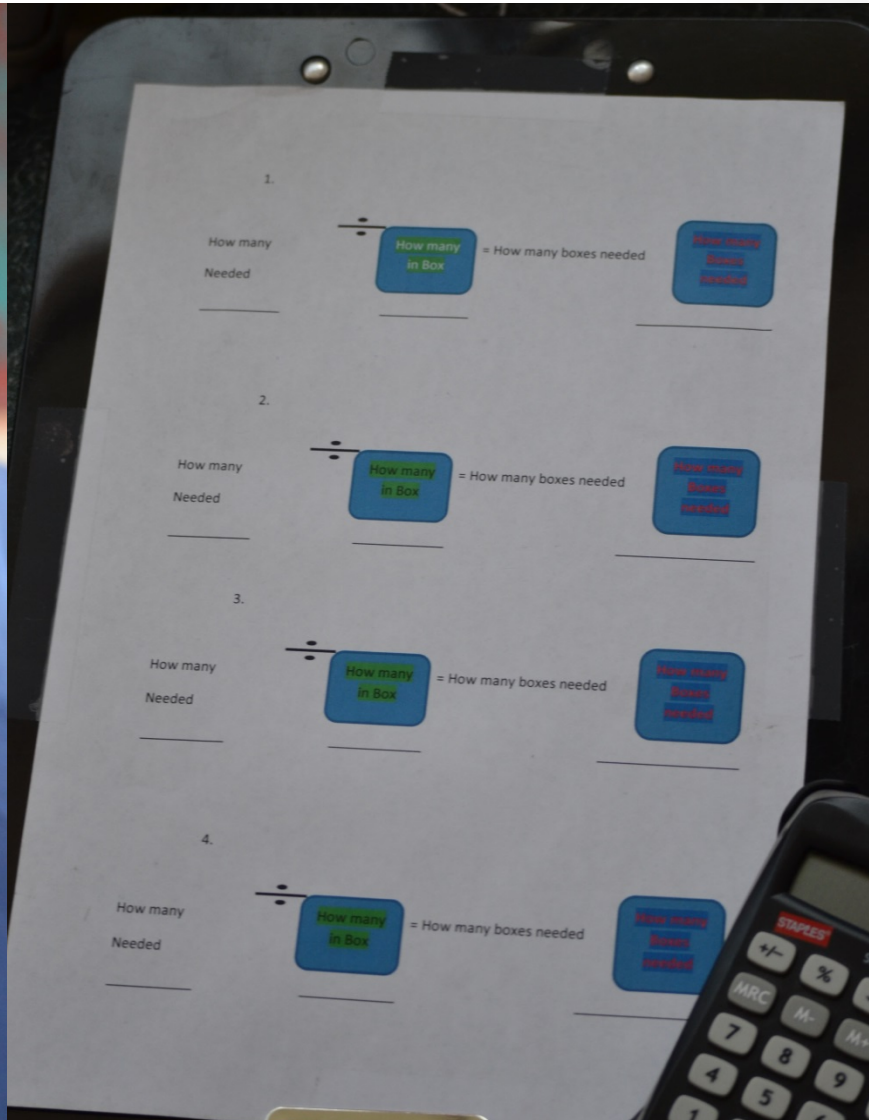
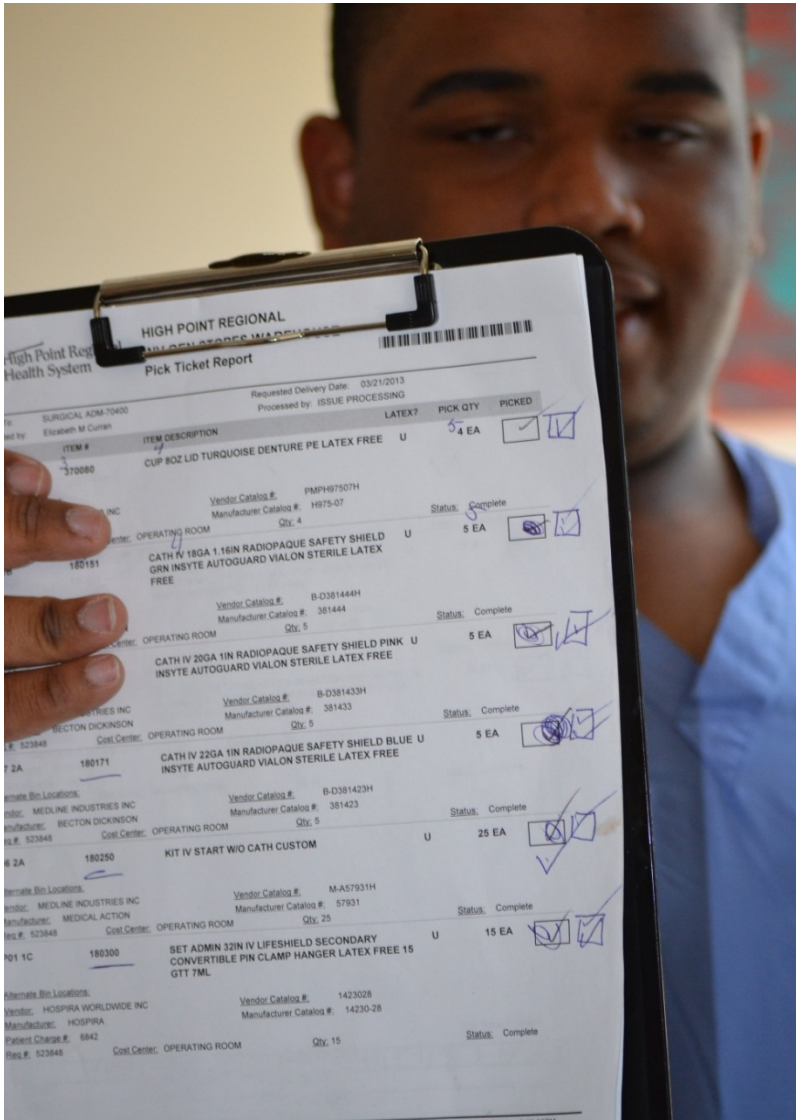
Accommodations/Adaptations/Supports





Hard skills


- Task analysis of the job(s)
 - Academic-type tasks involving:
 - counting,
 - alphabetizing,
 - sorting,
 - matching,
 - reading, etc.
 - “How to....”, “Steps for...”
 - Examples:
 - Steps for taking inventory,
 - How to make a cart run,
 - How to put the packets together,
 - Steps for cleaning the phlebotomy carts, etc.




Move from concrete to more abstract supports




Folding Wraps




1. Gather materials:
• 36' wraps
• 45' wraps
Check to see what size is low




2. Fold bottom of wrap up to top, so that edges are lined up.
Smooth flat.




3. Smooth flat.



4. Fold right side over to left side.
** Hold down bottom while folding over to prevent wrap from sliding.



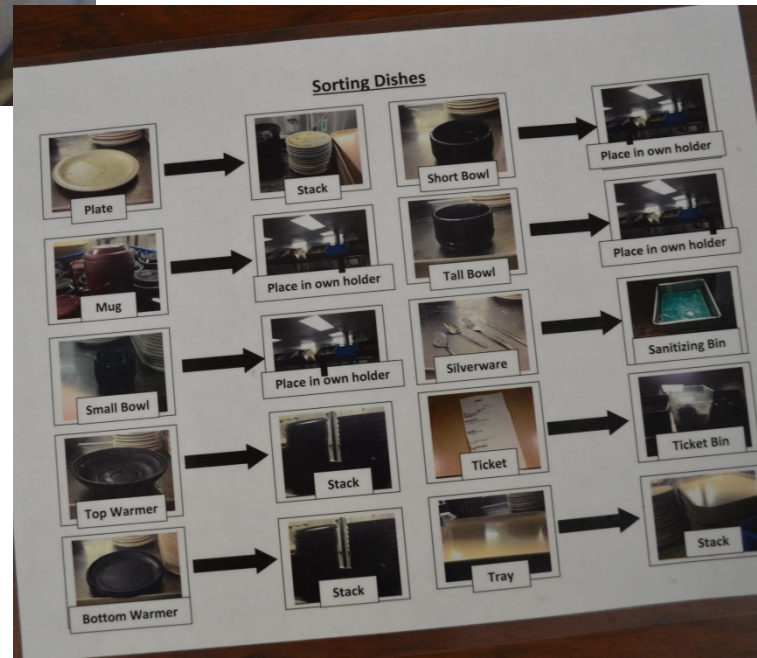
5. Smooth flat.



6. Fold right side over again.
** Hold down bottom while folding over to prevent wrap from sliding. **



Practicing skills in the classroom





Teaching coworkers/supervisors how to use structure

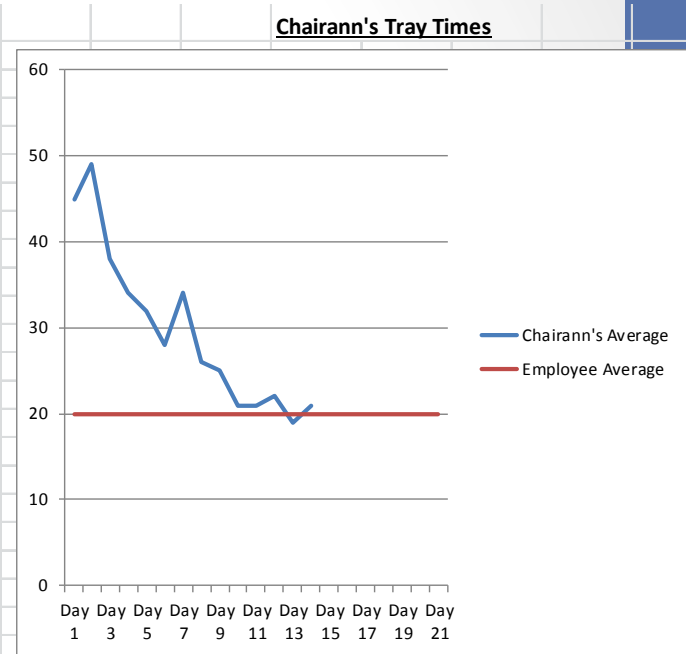


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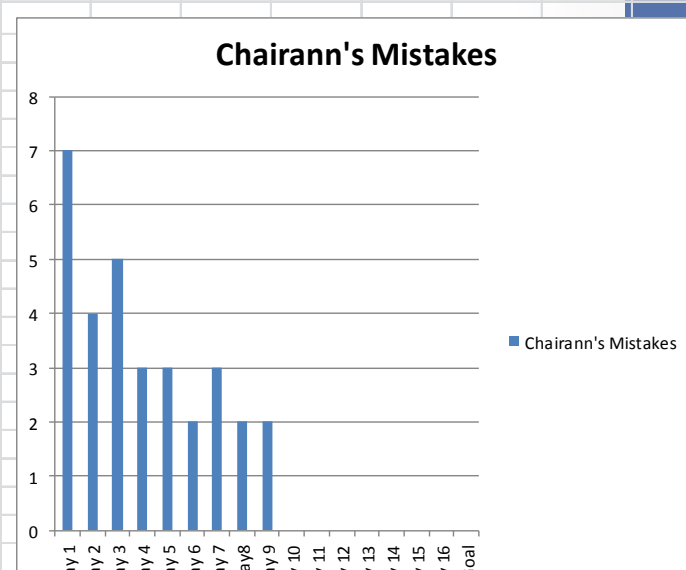


Setting up
your own
structure

	<u>Chairann's Average</u>	<u>Employee Average</u>
Day 1	45	20
Day 2	49	20
Day 3	38	20
Day 4	34	20
Day 5	32	20
Day 6	28	20
Day 7	34	20
Day 8	26	20
Day 9	25	20
Day 10	21	20
Day 11	21	20
Day 12	22	20
Day 13	19	20
Day 14	21	20
Day 15		20
Day 16		20
Day 17		20
Day 18		20
Day 19		20
Day 20		20
Day 21		20



	<u>Chairann's Mistakes</u>
Day 1	7
Day 2	4
Day 3	5
Day 4	3
Day 5	3
Day 6	2
Day 7	3
Day 8	2
Day 9	2
Day 10	
Day 11	
Day 12	
Day 13	
Day 14	
Day 15	
Day 16	
	0



Ann----- Today I completed:

_____ OR Runs

_____ Supply Runs

_____ Prep Trays

_____ Basin Sets

_____ Requisition Carts

_____ Minor Trays

_____ Other Trays

_____ (Initial)

Productivity
Accountability
Accuracy

Soft skills

- Everything else:
 - Interpersonal Behaviors
 - Greeting coworkers
 - Vocational Behaviors
 - Response to corrections
 - Functional Communication
 - Communicates needs
 - Independent Functioning
 - Time management/follows schedule
 - Leisure Skills
 - Break time

➤ Greetings

