



# Project | SEARCH

**Salem, OR**  
**October 16, 2015**



# Project SEARCH Overview

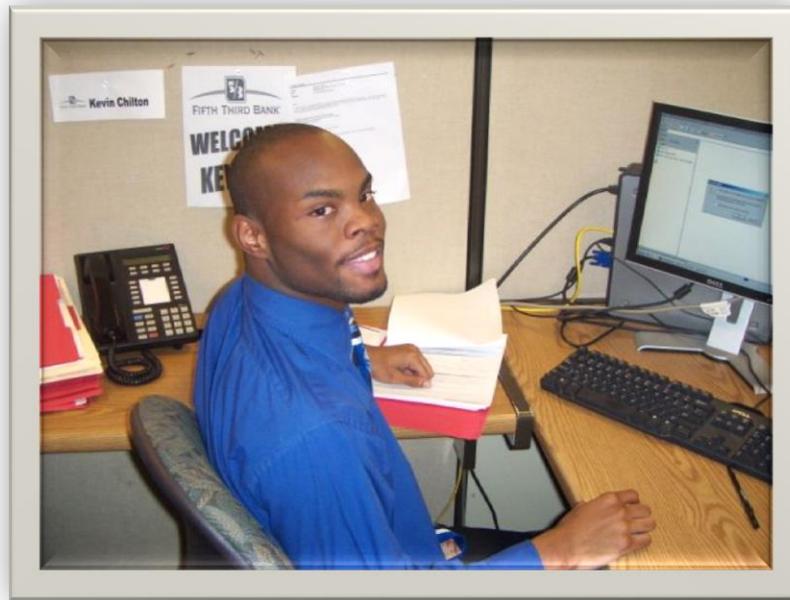
- Began at Cincinnati Children's Hospital Medical Center in 1996
- 60+ employees with intellectual and developmental disabilities at CCHMC
- 400+ replications in 45 US states, Canada, the United Kingdom, and Ireland
- Addresses the critical unemployment rates – over 75% of individuals with intellectual and developmental disabilities are not working in their communities

# Key Concepts

- Business led collaboration with education, rehabilitation, community providers and long term support agencies
- Braided funding
- Immersion and impact
- Training in real work settings
- Low risk for employers
- Hiring interns who are “good fit”

# Overall Goal

**100% Employment for  
Project SEARCH graduates**



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# Project SEARCH Training Program

Project SEARCH is a one-year school-to-work **or** young adult program for 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



# 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



# Project SEARCH Partners



# Industry Sectors

- Healthcare
- Banks/Finance
- Universities
- Government
- Manufacturing
- Distribution Centers
- Zoos and Parks
- Retail



# 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

## 2014 Outcome – 73% of interns obtained employment

- Average hourly wage was \$9.13
- Average hours worked were 25.39

# Program Description

- One school year or nine months for the adult program
- 10-12 interns with a variety of intellectual and developmental disabilities
- Instructor 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

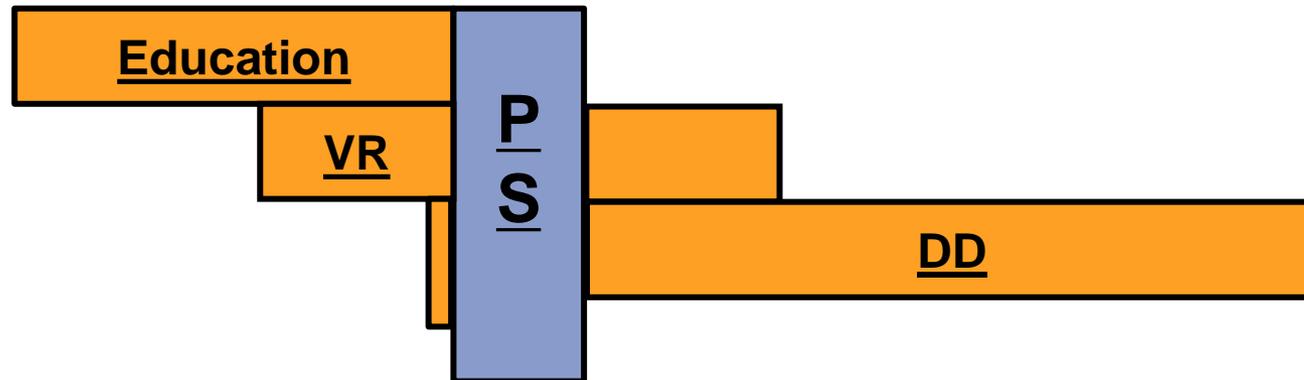
- 18 – 21 years old for high school program; 18+ for adult program
- Last year of school eligibility for high school program
- Eligible for services from Vocational Rehabilitation and Developmental Disabilities agencies
- Appropriate hygiene, social, and communication skills
- Ability to take direction and change behavior
- Access public transportation
- Pass drug screen, background check
- Desire to Work!



- Serial Funding

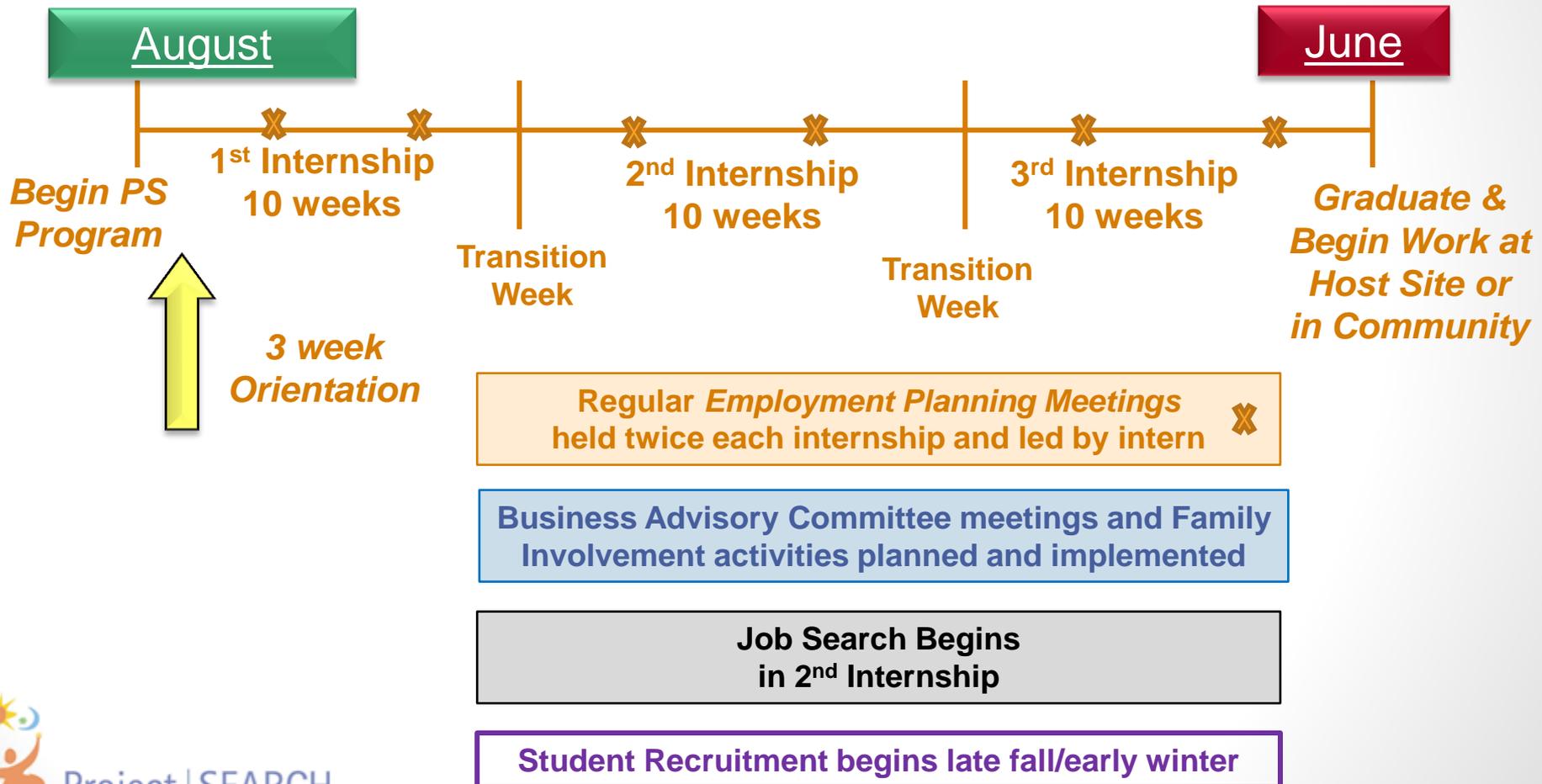


- Project SEARCH Funding



# Annual Project SEARCH Calendar

*mirrors local school calendar*



# A Day in the life of a Project SEARCH Intern

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



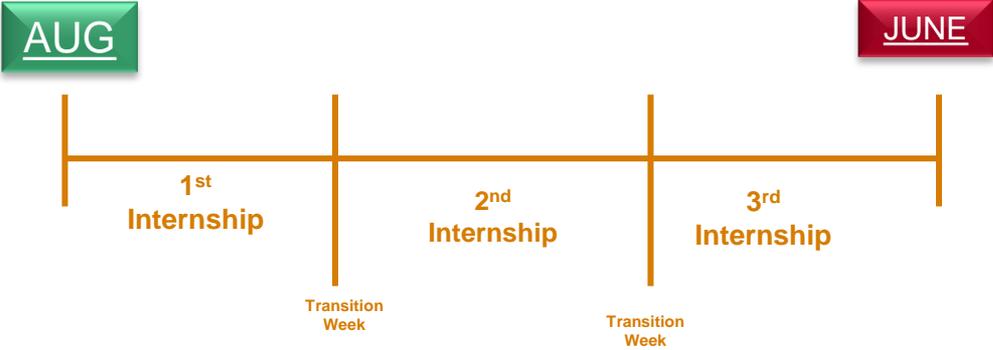
# Focused Goal and Skill Development



- 1<sup>st</sup> Rotation: VP Office – focus on phone and communication skills
- 2<sup>nd</sup> Rotation: Consumer Lending – focus on computer skills
- 3<sup>rd</sup> 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!!!



# Internship Opportunities

- **Complex but systematic**
- 30% of all business position are support positions
- Look for equipment, paper and people intensive positions
- Look beyond traditional positions
- Skills that can be layered and lead to job opportunities

# Nontraditional Jobs

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

# 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



# Annie – Changing Expectations



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# Accommodations/Adaptations/Supports



# Gretchen in Materials Management



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# Accommodations and Adaptations



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High Point Regional Health System  
**HIGH POINT REGIONAL**  
**MULTI-SOURCE WAREHOUSE**  
**Pick Ticket Report**

Requested Delivery Date: 03/21/2013  
 Processed by: ISSUE PROCESSING

ITEM #	ITEM DESCRIPTION	LATEX?	PICK QTY	PICKED
370080	CUP 8OZ LID TURQUOISE DENTURE PE LATEX FREE	U	4 EA	<input checked="" type="checkbox"/>
182151	CATH IV 18GA 1 1/8IN RADIOPAQUE SAFETY SHIELD GRN INSYTE AUTOGUARD VIALON STERILE LATEX FREE	U	5 EA	<input checked="" type="checkbox"/>
182171	CATH IV 20GA 1 1/8IN RADIOPAQUE SAFETY SHIELD PINK INSYTE AUTOGUARD VIALON STERILE LATEX FREE	U	5 EA	<input checked="" type="checkbox"/>
182250	CATH IV 22GA 1 1/8IN RADIOPAQUE SAFETY SHIELD BLUE INSYTE AUTOGUARD VIALON STERILE LATEX FREE	U	5 EA	<input checked="" type="checkbox"/>
180300	SET ADMIN 32IN IV LIFESHIELD SECONDARY CONVERTIBLE PIN CLAMP HANGER LATEX FREE 15 GTT 7ML	U	15 EA	<input checked="" type="checkbox"/>

Vendor: MEDLINE INDUSTRIES INC  
 Manufacturer: MEDLINE INDUSTRIES INC  
 Manufacturer Catalog # 57931  
 Status: Complete  
 Qty: 25

Vendor: HOSPIRA WORLDWIDE INC  
 Manufacturer: HOSPIRA  
 Manufacturer Catalog # 14230-28  
 Status: Complete  
 Qty: 15

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# Emergency Department Technician



# Diaper Drawer Dividers



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# Pictures Instead of Words

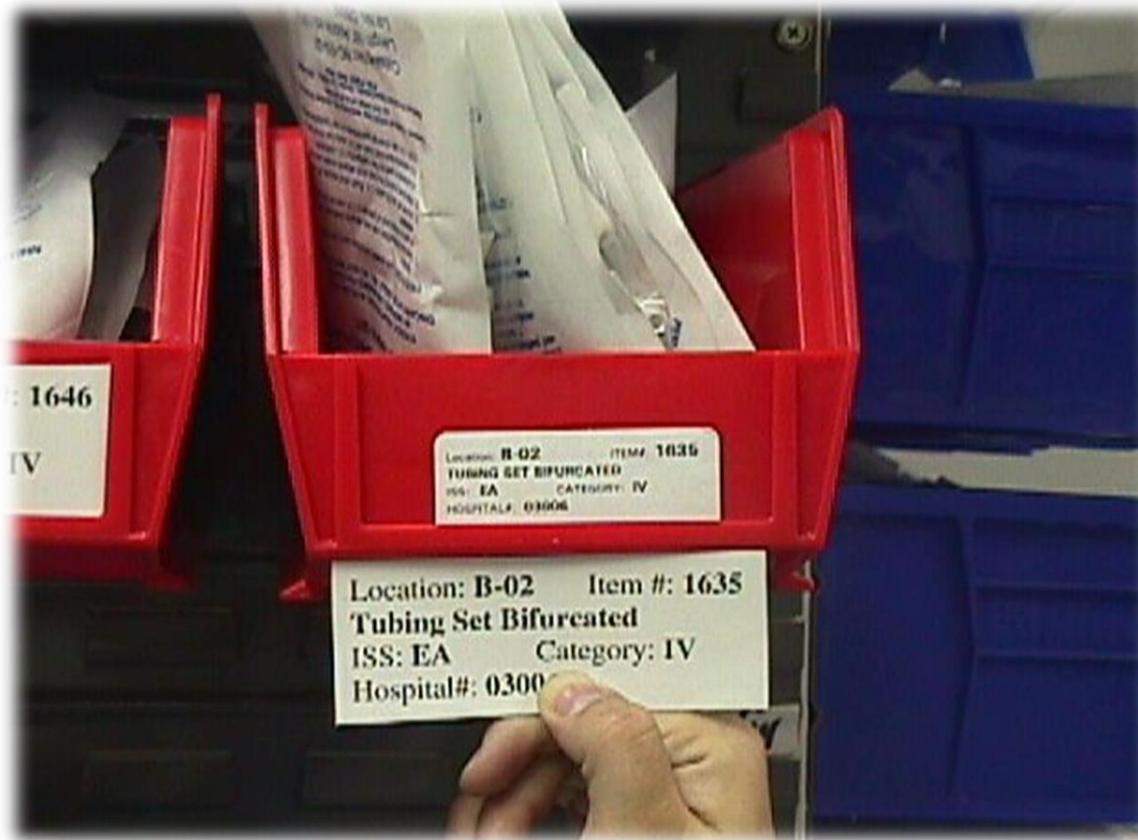


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# Enlarging Print



# Specialty Equipment (Isolettes)

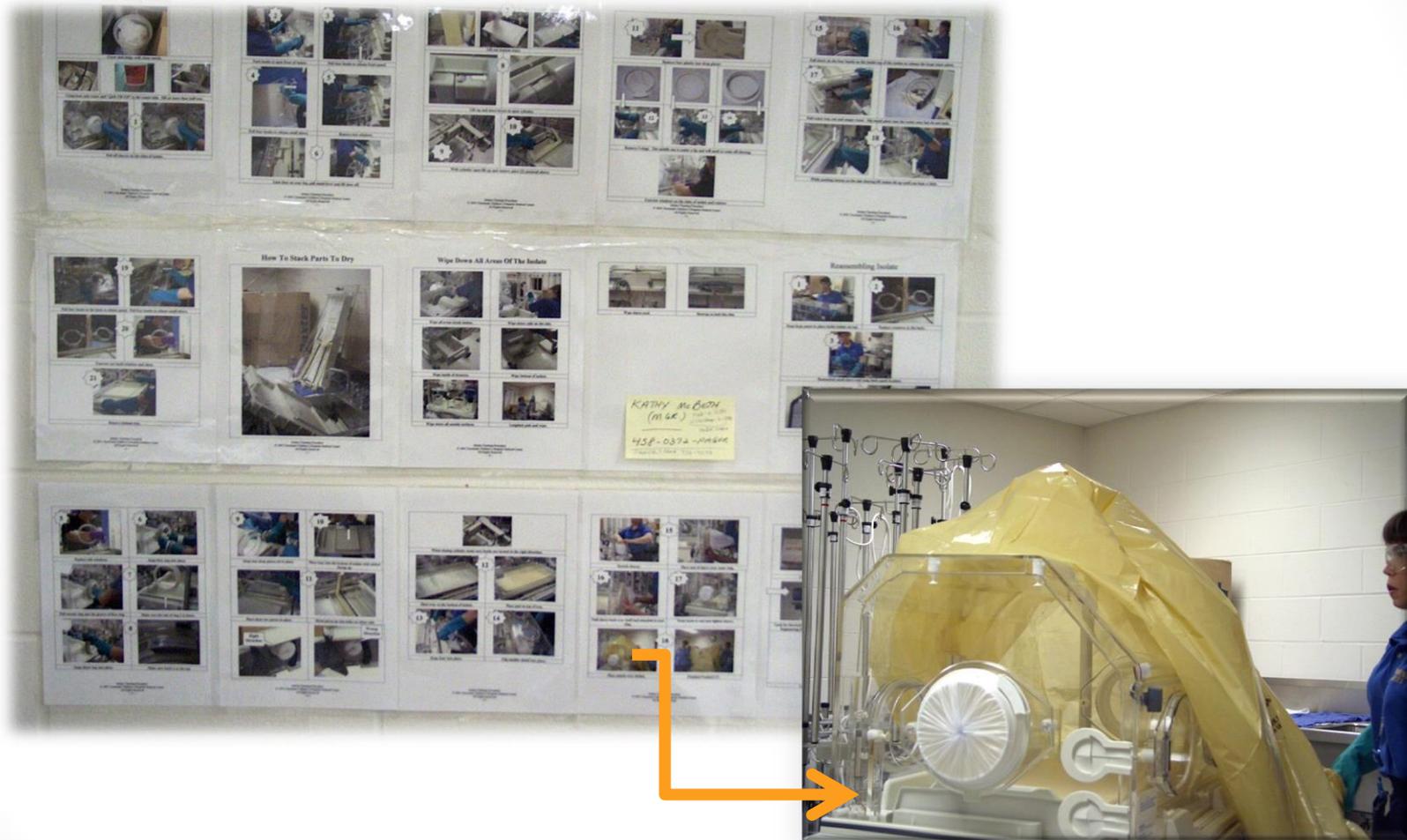


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# A Work Aid Book On The Wall



# Pharmacy at New York Presbyterian



# Receptionist at The Smithsonian



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# Computer Refresh in Texas



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# Account Reconciliation at Fifth Third Bank



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# Banking: Filing

98%)



300 files a day, 98% accuracy

# Clinical Sterilization

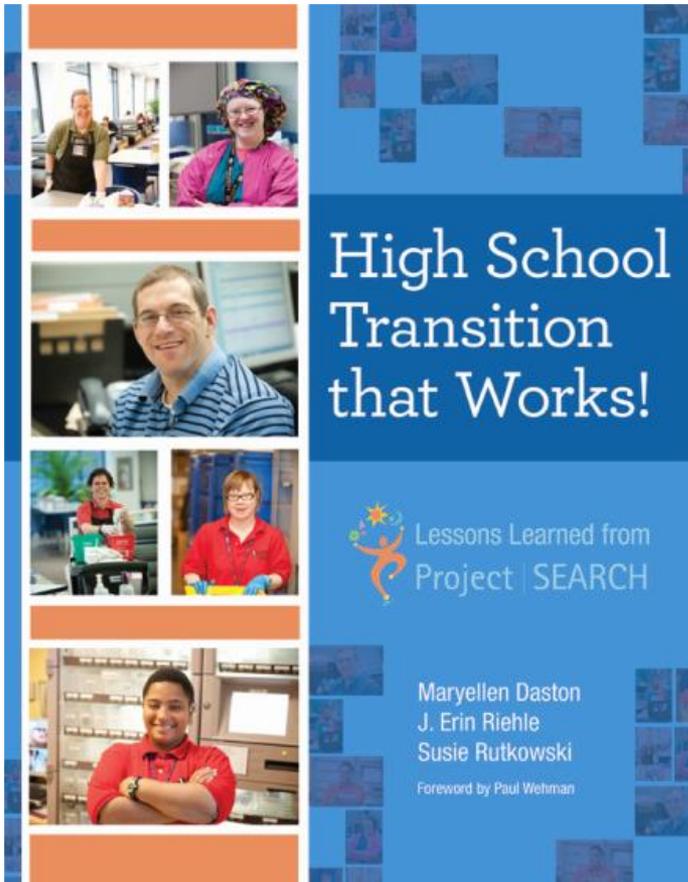


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10/1/3/06



# High School Transition that Works: Lessons Learned from Project SEARCH

By Maryellen Daston, Erin Riehle, and Susie Rutkowski

Paul H. Brookes Publishing Co., Inc.

For more information go to:

<http://projectsearch.us/>

# For More Information:

Project SEARCH Website: <http://projectsearch.us/>

For an overview video: <https://youtu.be/rsHi-4iyIk>

Other Videos on the Website:

<http://projectsearch.us/OurSUCCESES/Videos.aspx>

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