Serving Youth with Disabilities: Lessons from Project SEARCH & Bridges from School to Work

Philip Kahn-Pauli, Policy and Practices Director

[www.RespectAbility.org](http://www.RespectAbility.org)

October 28th, 2019
61 Million people in the US have a disability.*

People with disabilities want opportunities. Just like anyone else.

* Source: US Census
Disabilities Are….

Temporary and Permanent

Visible and Invisible

Born with it or Acquired
People with disabilities are diverse and part of all communities.

Anyone can join the disability community at any point.

The disability community is cutting edge and innovative.
Only 65% of people with disabilities finish high school.

Only 7% of people with disabilities complete college.

Only 1 in 3 people with a disability have a job.

What can be done to ensure success for people with disabilities?
People with disabilities have problem-solving experience, as well as loyalty to their employers.

Companies that recruited and supported employees with disabilities have a 30% greater profit margin.

* Study completed by Accenture, Disability:IN and the American Association of People with Disabilities
Mission:
To fight stigmas and advance opportunities so that people with disabilities can fully participate in all aspects of community.
Today’s Learning Objectives

• Good afternoon! Today’s learning objectives:
  ❖ Review what is Project SEARCH and the SEARCH model for transition aged YWDs.
  ❖ Review Bridges from School to Work efforts on serving disconnected youth.
  ❖ Review further disability/workforce resources.
1-in-5 Americans have a disability

56.7 million Americans have a disability

8.1 million difficulty seeing,
7.6 million difficulty hearing

51 percent of Americans report having a family member or close friend with a disability

- 52 percent of Democrats report that they or a loved one have a disability
- 44 percent of Republicans have a disability or a loved one with a disability
- Independents have the largest number of voters who say they have a disability or a loved one with a disability: 58 percent

Studies show that 70 percent of young people with disabilities can get jobs and careers when they are given the right placement and support such as school-to-work transition training like Project Search and Bridges To Work. www.RespectAbility.org


People with Disabilities CAN Succeed
Achieving Meaningful Employment for Young Adults with Intellectual and Developmental Disabilities
Project SEARCH Overview

- Began at Cincinnati Children’s Hospital Medical Center in 1996
- 60+ employees with intellectual and developmental disabilities hired at CCHMC
- 500+ programs in 46 US states, Canada, the United Kingdom, Ireland, the Netherlands, Bahrain, and Portugal
- Addresses the critical unemployment rates - 85% of people with developmental disabilities do not have a paid job in their community. (National Core Indicators)
SEARCH Program Description

- Nine month training program
- 8 - 12 interns with a variety of intellectual and developmental disabilities
- Instructor and skills trainers
- Immersed in host business culture
- Rotations through three unpaid internships with continual feedback
- Customized job-search assistance
- Outcome of employment in the community
States with Search Programs
Skills Curriculum

- Team Building
- Navigation & Workplace Safety
- Technology/Presentation skills
- Social Skills/Communication
- Job Seeking Skills
- Money Management
- Health and Wellness
- Maintaining Employment
- Employer Specific Skills
Industry Sectors and Employment Outcomes

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

76% Employment Rates for 2016 Graduates:
- Average hourly wage was $9.79
- Average hours worked were 24.2
- 33% hired by Host Business
SEARCH Outcomes= 75%

- Average hourly wage was $9.60
- Average hours worked were 24.75
- 33% hired by Host Business
- National youth transition employment outcomes are 13 – 30%

US DOL ODEP Factsheet April, 2014
Key Concepts

- Business led collaboration with education, rehabilitation, community providers and long term support agencies
- Braided funding, resources, and talents
- Immersion and impact
- Internship rotations for career exploration and job skills acquisition
- Low risk for employers
- Hiring interns who are “good fit”
A Day In The Life

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

• Team Building
• Navigation & Workplace Safety
• Technology/Presentation skills
• Social Skills/Communication
• Job Seeking Skills
• Money Management
• Health and Wellness
• Maintaining Employment
• Employer Specific Skills
Examples of Hospital Internships

❖ Mail Delivery
❖ Courier
❖ Patient Transport
❖ Recovery: Stocking
❖ Recovery: Escort
❖ Stocking: ER, Wards
❖ Clinic areas
❖ Pathology
❖ Sterile Processing
❖ Education Services
❖ Pharmacy

❖ Research
❖ Patient Attendant
❖ Materials Management
❖ Isolette Technician
❖ Linens
❖ Patient Billing
❖ Medical Records
❖ Radiology
❖ Information Technology
Examples of Hospitality Internships

- Guest Services
  - Front Desk Agents / Phone Operators / Bell Person
- Housekeeping
  - Room Attendants / Laundry Attendants
- Food Services
  - Servers / Hosts / Cooks
- Engineering
- Banquets
- Admin/Sales
Accommodations/Adaptations
Pictures instead of words
Counting Cart!
Dental Clinic Technician
Modify Existing Work Aids

• Before = A Pick List
• After
Work Aid Book On The Wall
For More Information:

Visit the Project SEARCH Website
www.projectsearch.us

Paula Johnson, Project SEARCH Program Specialist
Cincinnati Children’s Hospital Medical Center
Paula.Johnson@cchmc.org
(360) 606-2961
BRIDGES
From School to Work

OVERVIEW:

- Eases the transition from high school to the world of work
- High school work experience correlates with adult success
- Able young adults with disabilities who want/need to work
- Youth with disabilities have multiple employment barriers.
- High unemployment rate: **DISCONNECTED YOUTH**
  - **3 TIMES AS LIKELY TO HAVE A DISABILITY**
- Employers seeking motivated entry-level employees can benefit from hiring young adults with disabilities.
BRIDGES Overview Pt. 2

- Demand-driven and youth centered
- Emphasizes abilities rather than disabilities
- Matches prescreened youth with age-appropriate jobs
- Provides long-term supports during for youth and employer
PROGRAM YEARS 2006-2015
TOTAL YOUNG ADULTS SERVED

80% OF YOUNG ADULTS WERE PLACED IN COMPETITIVE JOBS BASED ON 9,872 ENROLLMENTS AND 7,940 PLACEMENTS

WE'RE HIRING!

SINCE 1990 BRIDGES HAS ENROLLED OVER 21,000 YOUNG ADULTS AND PLACED OVER 16,300 WITH MORE THAN 4,200 EMPLOYERS.

Transforming the lives of young adults with disabilities through the power of a job.
BRIDGES Cities
BRIDGES Youth by Age and Gender
BRIDGES Youth by Disability Type

- Learning Disability: 64%
- Intellectual: 10%
- Emotional/Behavioral: 9%
- Other (Autism Spectrum, Hearing, Speech, Chronic Illness): 17%
Job Readiness Goals

- Setting goals
- Self-advocacy
- Managing conflict
- Personal finance
- Workplace behavior
- Appearance and grooming standards
- Career exploration

- Employer expectations
- Job search technologies
- Résumé writing
- Completing applications
- Refining interview skills
- Career progression
- Changing jobs
- Travel Training
Typical Jobs

- Warehouse Laborer
- Courtesy Clerk
- Stocker/Cashier
- Food Service Workers
- Theater Usher

- UPS
- Kroger
- TJ Maxx/Marshalls
- Aramark
- AMC/Philips Arena
Benefits to Employees

- Prescreened, qualified applicants
- Young adults with job readiness training
- Support of Bridges staff
- Motivated participants
There is an app for that!

- Making cognitive connections through apps, strategies & training.

- “Smartphones, the brain prosthetic of the 21st century.”
Online Course- Pace My Day

- **PaceMyDay** – Optimize the energy you have for success!
- PaceMyDay is available to help individuals learn to plan their day based on how they feel, monitor their energy throughout the day, and evaluate their progress and overall energy in order to set themselves up for success.
Course- ReachMyGoals

- **ReachMyGoals** (free) – Set goals. Monitor progress. Build on successes. ReachMyGoals is available to help individuals set SMART goals, break down their goals into manageable tasks with due dates, and identify self-goal-related challenges and successes.
Other Online Courses

**Notability ($30)**
Notability allows the user to take notes and link recorded audio for easy organization and retrieval of specific information. It can be used in the classroom and in everyday life.

**Inspiration Maps ($30)**
Inspiration Maps allows users to create graphic organizers/mind maps for organizing ideas, papers, projects, etc. It also allows users to switch from graphic to outline mode.

**Week Calendar HD ($30)**
Week Calendar includes a variety of important features beyond those available in the native iOS Calendar app. Additional features including notification of overlapping appointments, color coding, etc.
PEAT promotes the employment, retention, and career advancement of people with disabilities through the development, adoption, and promotion of accessible technology.

Selected Resources:

- **PEATWorks.org**, a central hub for accessible technology-related tools and resources
- **TechCheck**, a powerful but simple tool to help employers assess their technology accessibility practices and find tools
The Office of Disability Employment Policy (ODEP) is the only non-regulatory federal agency that promotes policies and coordinates with employers and all levels of government to increase workplace success for people with disabilities.

https://www.dol.gov/odep/
The LEAD Center is a collaborative of disability, workforce and economic empowerment organizations led by National Disability Institute.

The LEAD Center is dedicated to advancing sustainable individual and systems-level change to improve competitive, integrated employment and economic self-sufficiency for adults across the spectrum of disabilities.

The LEAD Center’s work focuses on three core leadership areas: policy, employment and economic advancement.

Other resources:
- Employment First Website
- LEAD On! quarterly newsletter
Accommodations Resources

Job Accommodation Network: AskJAN.org

- JAN is the leading source of free, expert and confidential guidance on workplace accommodations and disability employment issues.
- Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace.
- Recent JAN activities and areas of focus include:
  - JAN Workplace Accommodation Toolkit
  - JAN Just-In-Time Training Modules
  - Workplace Accommodations: Low Cost, High Impact
Disability discrimination is rampant and is happening every day – despite the fact that people want to do the right thing and that most of the ways to include people with disabilities in your important work are actually free. It’s all about getting the skills to do it right. RespectAbility’s upcoming series of free webinars will give you and your teams step-by-step guidance, as well as provide resources and contacts to help foundations and nonprofits on their journey. Join for one or all! Each webinar will include live captioning. Accessible PPTs can be sent to participants ahead of time for use with screen readers.
Equity Series Schedule

• Schedule of Webinars
  • Nov. 6, 2019: Disability 101
  • Nov. 13, 2019: Disability History
  • Nov. 20, 2019: How to Ensure Accessible Events
  • Dec. 4, 2019: How to Recruit, Accommodate and Promote People with Disabilities for Paid Employment, Volunteer Leadership and Board Positions
  • Dec. 11, 2019: How to Ensure A Welcoming Lexicon and Inclusive Storytelling
  • Jan. 7, 2020: How to Ensure Accessible Websites, Social Media and Inclusive Photos
  • Jan. 9, 2020: Premium Skills Workshop in Social Media Accessibility
  • Jan. 15, 2020: How to Ensure Legal Rights and Compliance Obligations: Exploring the Rights of Employees and Participants, and the Obligations of Nonprofit Organizations Under the Law

Learn More and RSVP Here: https://www.respectability.org/accessibility-webinars/