

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

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

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**WORKFORCE**  
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**61 Million**  
people in the US  
have a disability.\*

People with disabilities  
want  
**opportunities**  
Just like anyone else.

\* Source: US Census

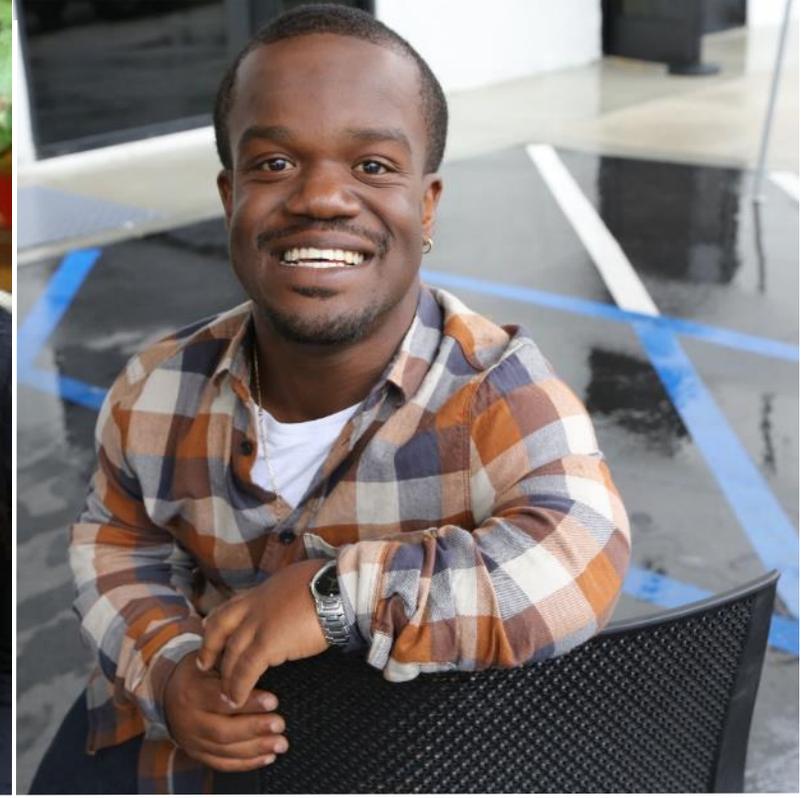
# Disabilities Are....



**Temporary and  
Permanent**



**Visible and  
Invisible**



**Born with it or  
Acquired**

Anyone can join the disability community at any point.

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The disability community is cutting edge and innovative.

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People with disabilities are diverse and part of all communities.





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?**



# Untapped Potential

- 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](#)

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## **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*

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FIGHTING STIGMAS. ADVANCING OPPORTUNITIES.

Source: U.S. Census (<https://www.census.gov/newsroom/releases/archives/miscellaneous/cb12-134.html>)



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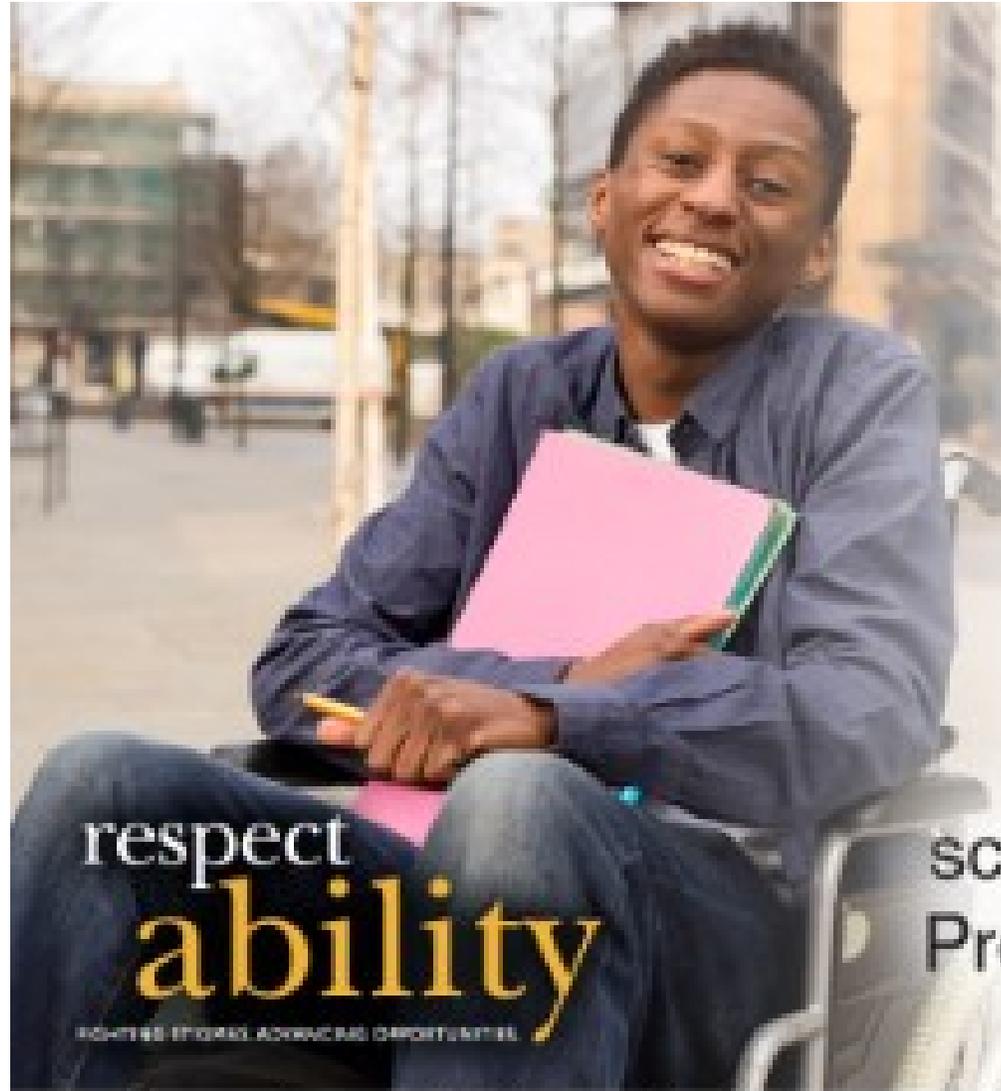
RESPECTING THOSE WHO ARE DIFFERENT

# 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

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

Source: September 2012 poll (<http://laszlostrategies.com/index.php/sub-press/press-releases/119-breaking-news>)



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

Source: [http://www.mathematica-mpr.com/~media/publications/PDFs/disability/project\\_search\\_brief.pdf](http://www.mathematica-mpr.com/~media/publications/PDFs/disability/project_search_brief.pdf)

**People with Disabilities CAN Succeed**



# Achieving Meaningful Employment for Young Adults with Intellectual and Developmental Disabilities



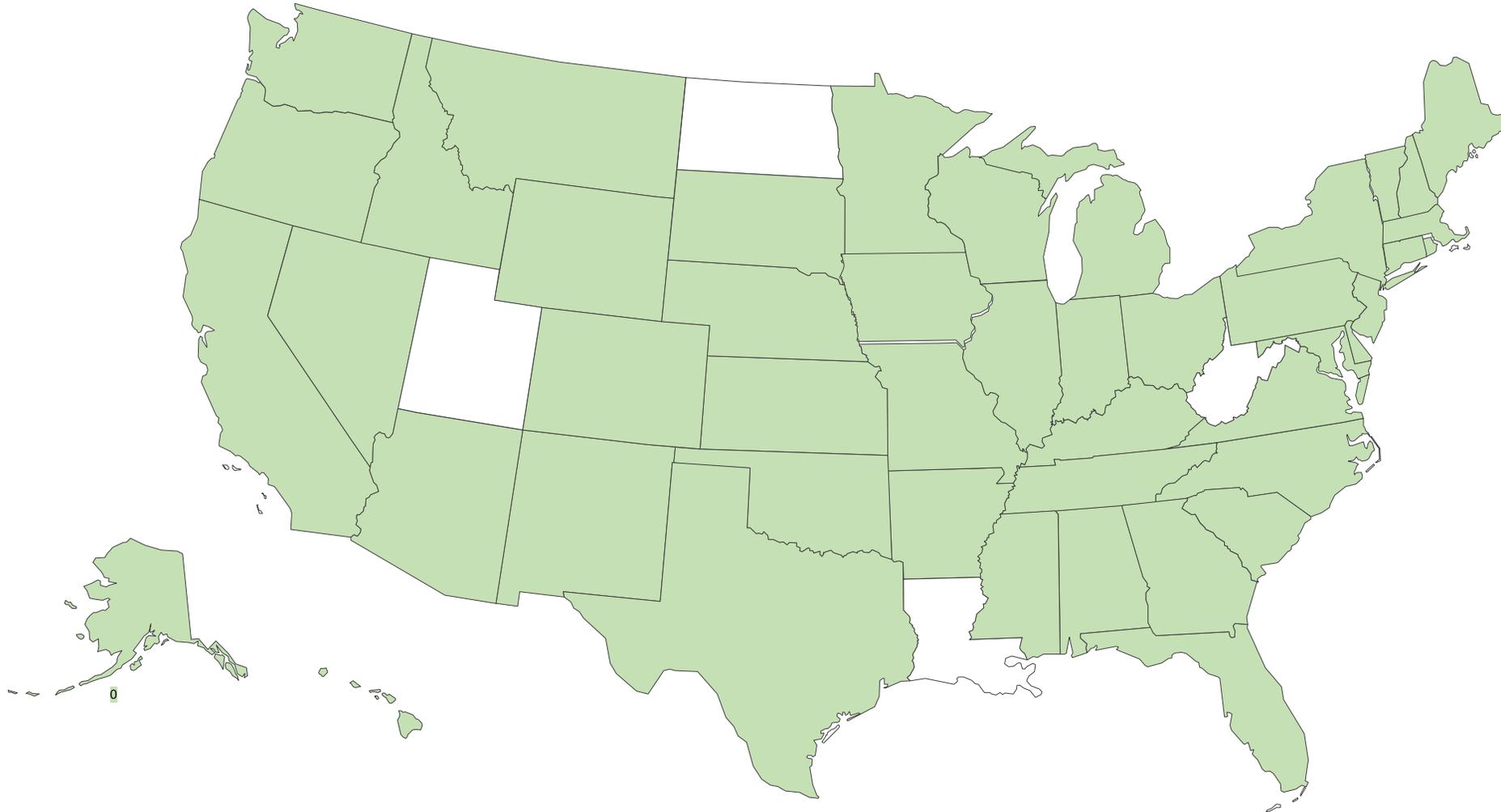
# Project SEARCH Overview

- ❖ 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

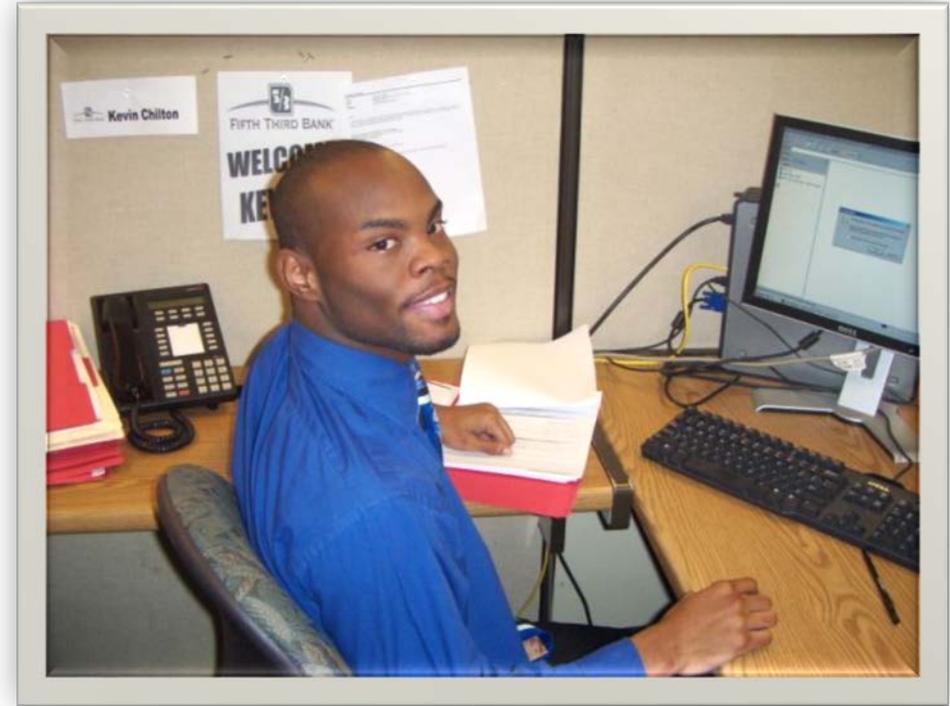
- ❖ Nine month training program
- ❖ 8 - 12 interns with a variety of intellectual and developmental disabilities
- ❖ Instructor and skills trainers
- ❖ Immersed in host business culture
- ❖ Rotations through three unpaid internships with continual feedback
- ❖ Customized job-search assistance
- ❖ Outcome 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:

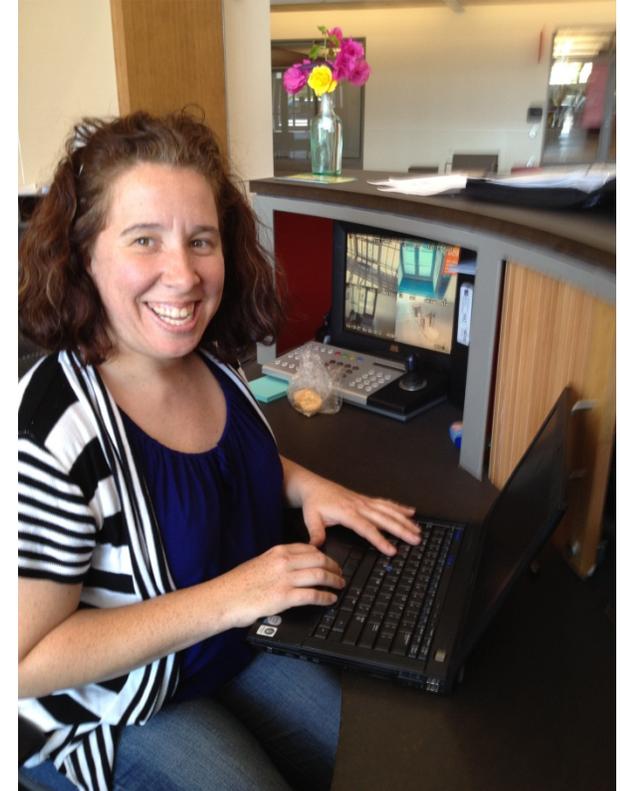
- ❖ Average hourly wage was \$9.79
- ❖ Average hours worked were 24.2
- ❖ 33% hired by Host Business



# SEARCH Outcomes= 75%

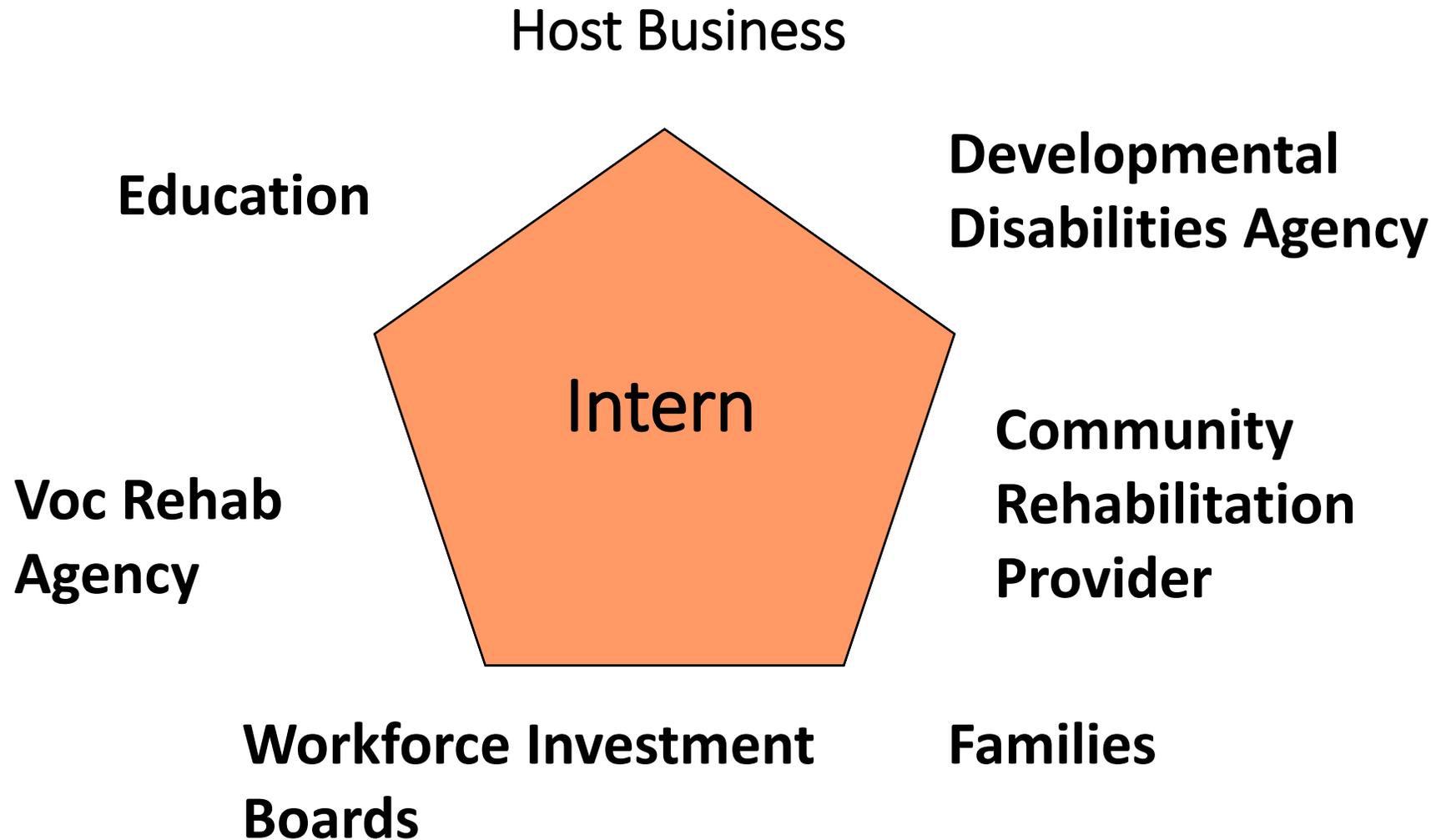
- Average hourly wage was \$9.60
- Average hours worked were 24.75
- 33% hired by Host Business
- National youth transition employment outcomes are 13 – 30%

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

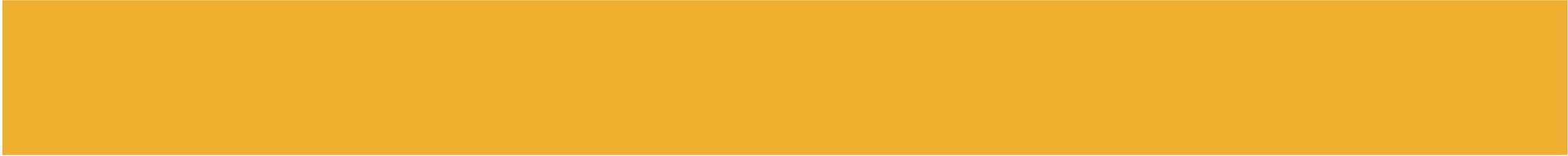


# Counting Cart!

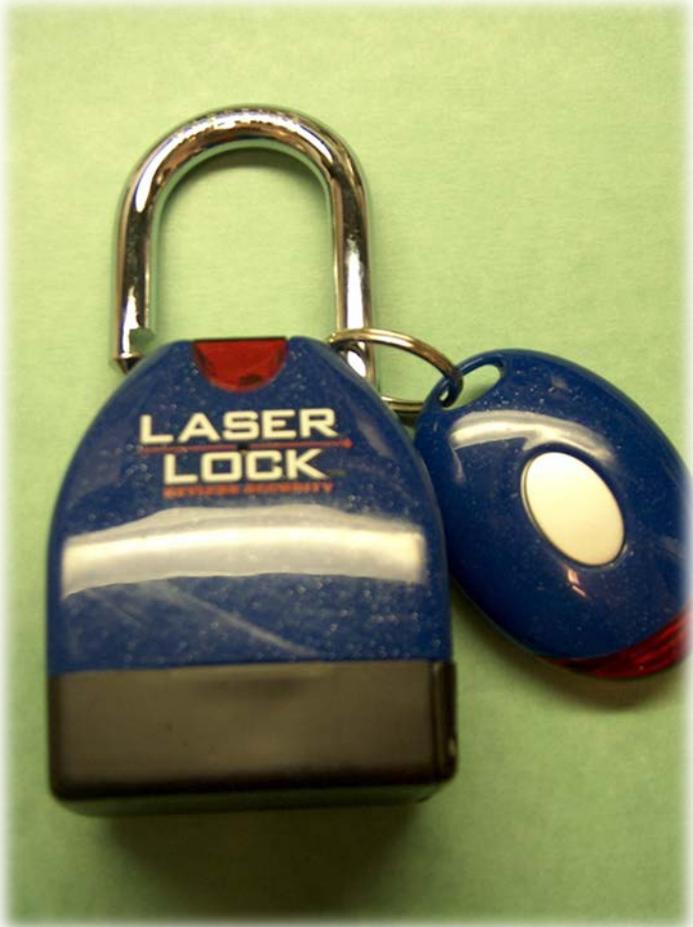


# Dental Clinic Technician





Project | SEARCH



Project | SEARCH

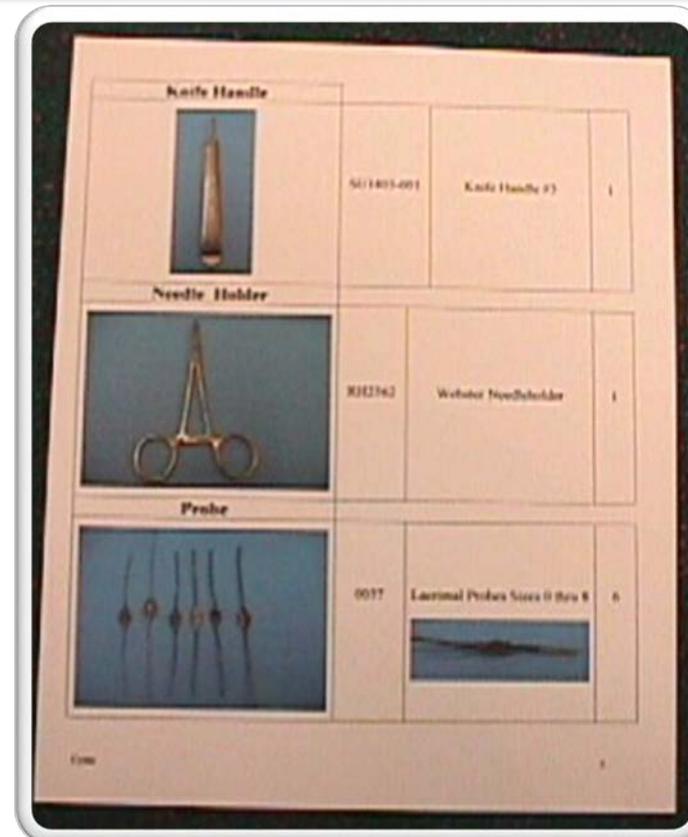
# Modify Existing Work Aids

- Before = A Pick List

The image shows a printed pick list for a 'MENSUR SET'. The list is organized into columns for 'CATALOG NUMBER', 'DESCRIPTION', 'QTY', 'FROM', 'TO', 'BY', 'DATE', and 'PRICE'. It lists various surgical instruments such as clamps, elevators, forceps, glass, handle, hook, needle holder, retractor, and stringer, along with their respective quantities and prices.

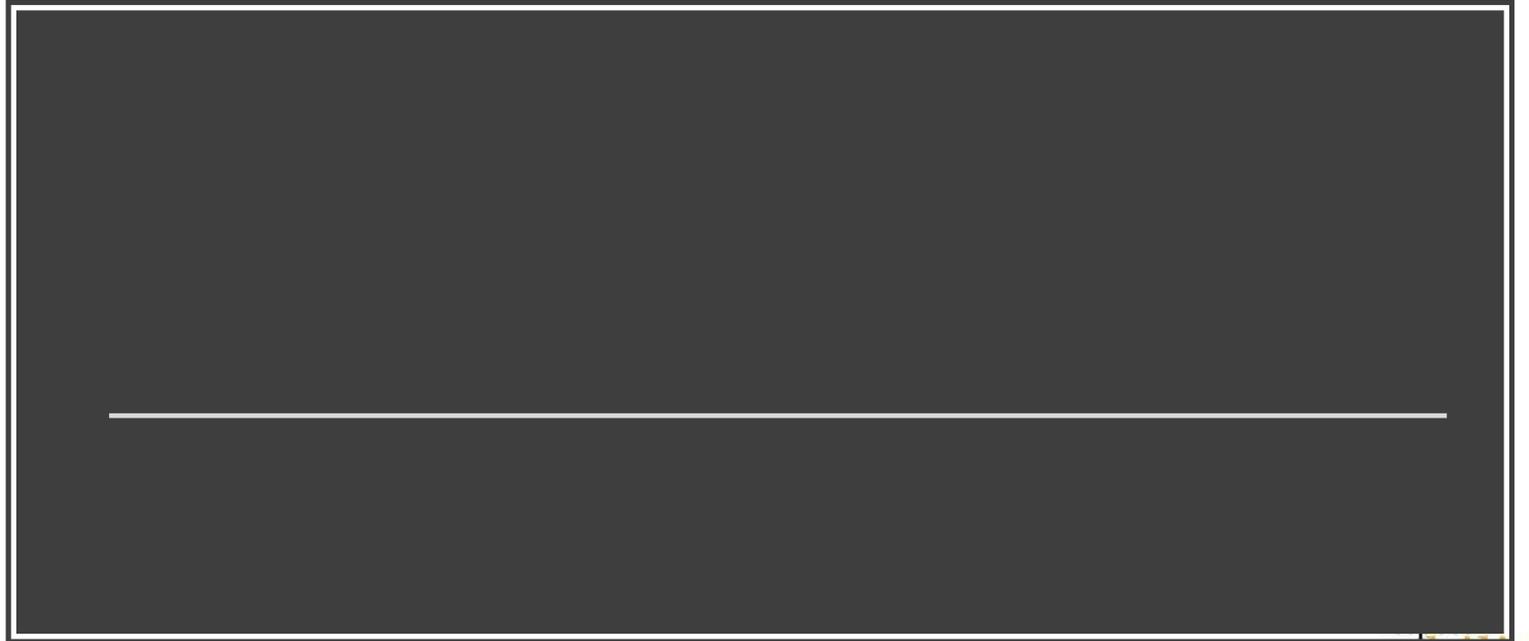
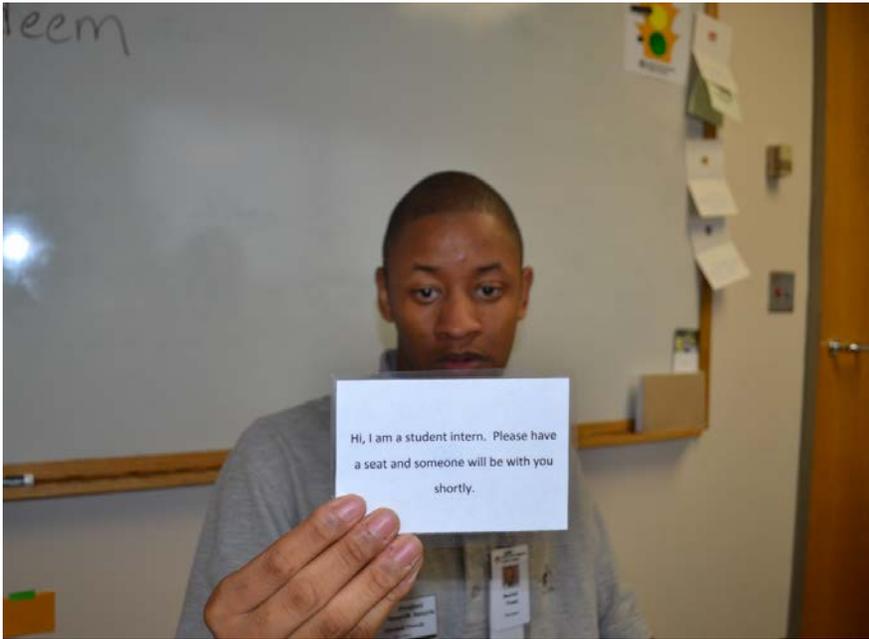
CATALOG NUMBER	DESCRIPTION	QTY	FROM	TO	BY	DATE	PRICE
CLAMP	DRURY APPLICATOR	2					
CLAMP	DRURY APPLICATOR	4					
CLAMP	DRURY APPLICATOR	2					
ELEVATOR	ALUMINUM ROLLER	2					
ELEVATOR	* ALUMINUM	1					
FORCEPS	DRURY DRESSING FORCEPS	4					
FORCEPS	DRURY DRESSING FORCEPS	2					
FORCEPS	DRURY DRESSING FORCEPS	2					
GLASS	MENSURE GLASS	2					
HANDLE	* KNIFE HANDLE #3	2					
HANDLE	* KNIFE HANDLE #3	2					
HOOK	FRASER SURGICAL HOOK #1	2					
HOOK	FRASER SURGICAL HOOK #1	2					
NEEDLE HOLDER	WHEELER NEEDLEHOLDER	2					
NEEDLE HOLDER	WHEELER NEEDLEHOLDER	2					
NEEDLE HOLDER	WHEELER NEEDLEHOLDER	2					
RETRACTOR	DRURY RETRACTOR FOR CAT# 11600	2					
RETRACTOR	DRURY RETRACTOR FOR CAT# 11600	2					
RETRACTOR	DRURY RETRACTOR FOR CAT# 11600	2					
SCISSOR	STRAIGHT MAYO SCISSOR	1					
SCISSOR	STRAIGHT MAYO SCISSOR	1					
SCISSOR	STRAIGHT MAYO SCISSOR	1					
STRINGER	KELLY CLAMP/CUT #12	2					
STRINGER	KELLY CLAMP/CUT #12	2					

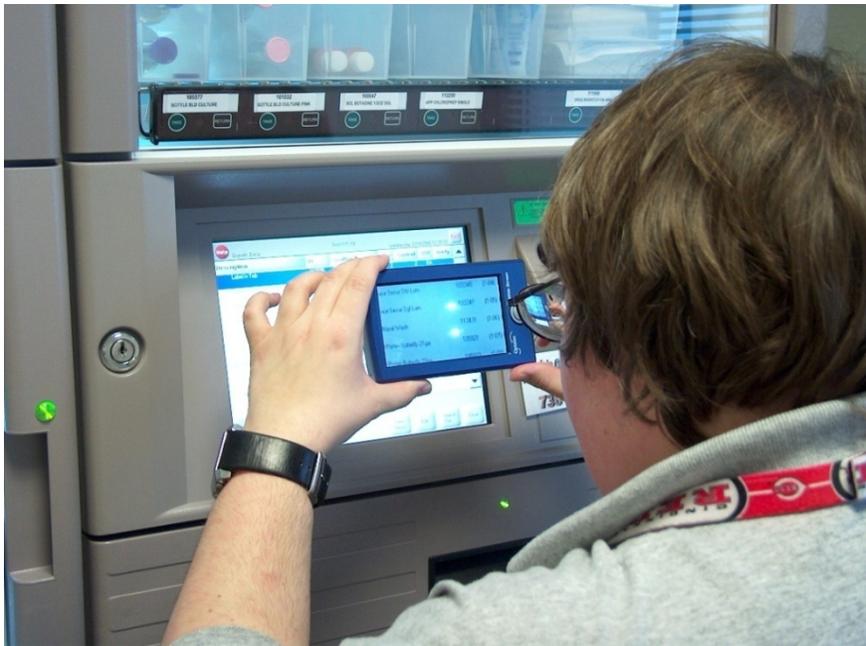
- After



# Work Aid Book On The Wall







# For More Information:

Visit the Project SEARCH Website

[www.projectsearch.us](http://www.projectsearch.us)

**Paula Johnson, Project SEARCH Program Specialist**

Cincinnati Children's Hospital Medical Center

[Paula.Johnson@cchmc.org](mailto: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



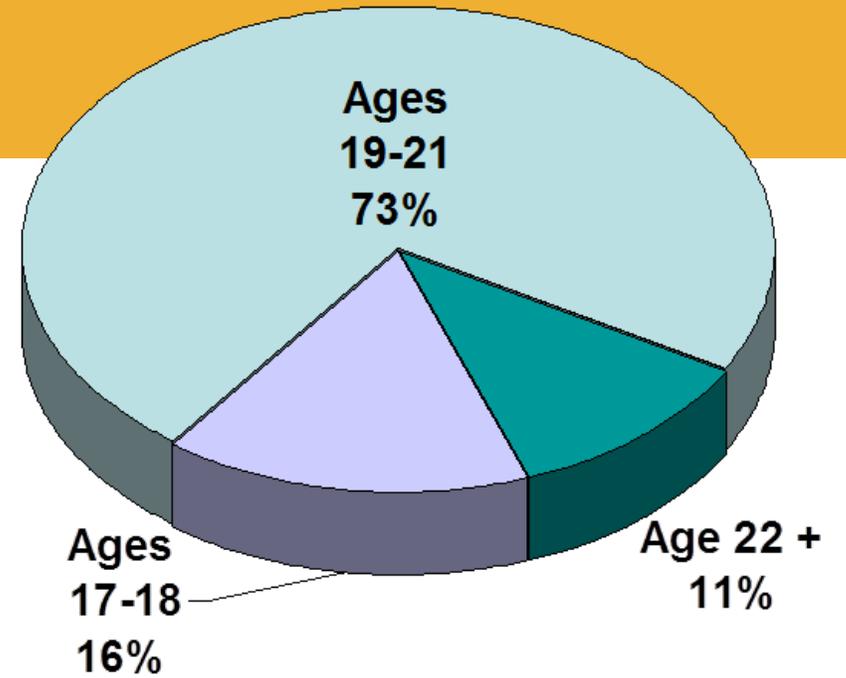
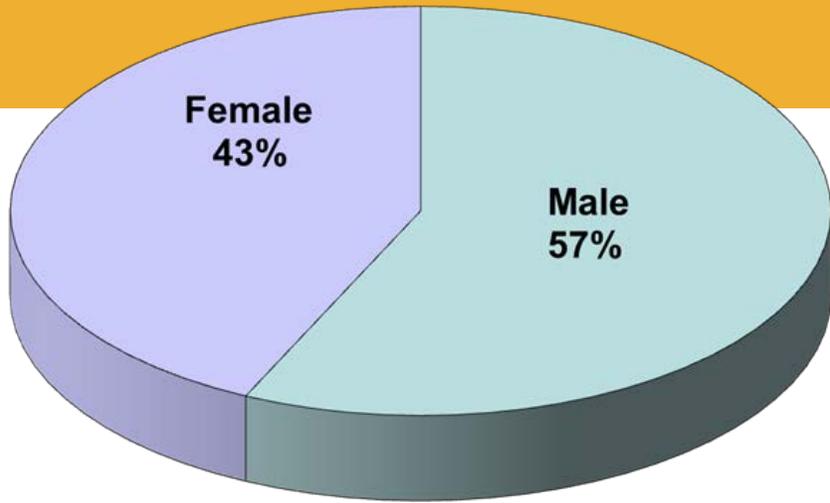
SINCE 1990 BRIDGES HAS ENROLLED OVER **21,000** YOUNG ADULTS AND PLACED OVER **16,300** WITH MORE THAN **4,200** EMPLOYERS.



*Transforming the lives of young adults with disabilities through the power of a job.*

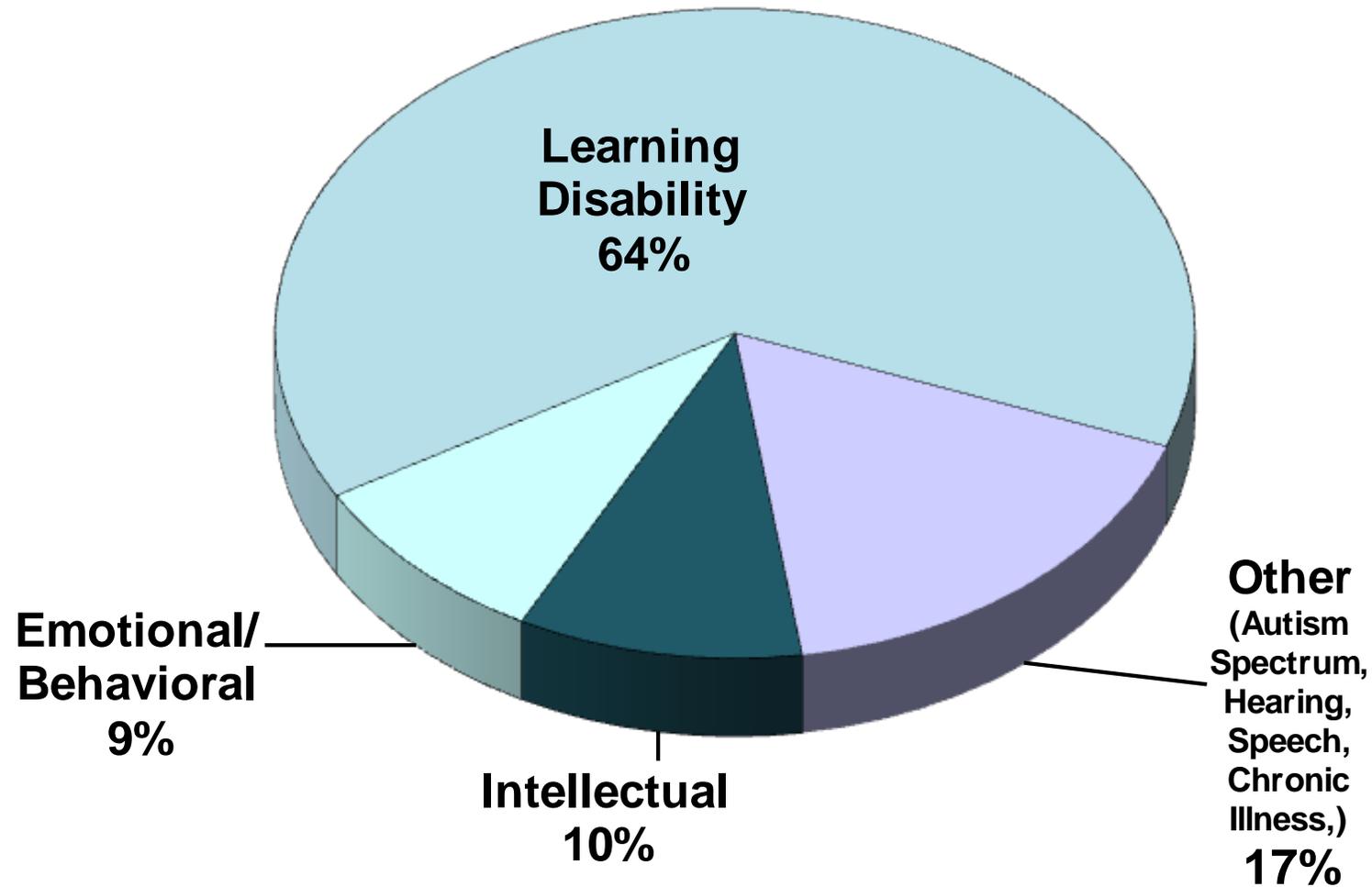
# BRIDGES Cities





# BRIDGES Youth by Age and Gender

# BRIDGES Youth by Disability Type





# BRIDGES Lifecycle

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# 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

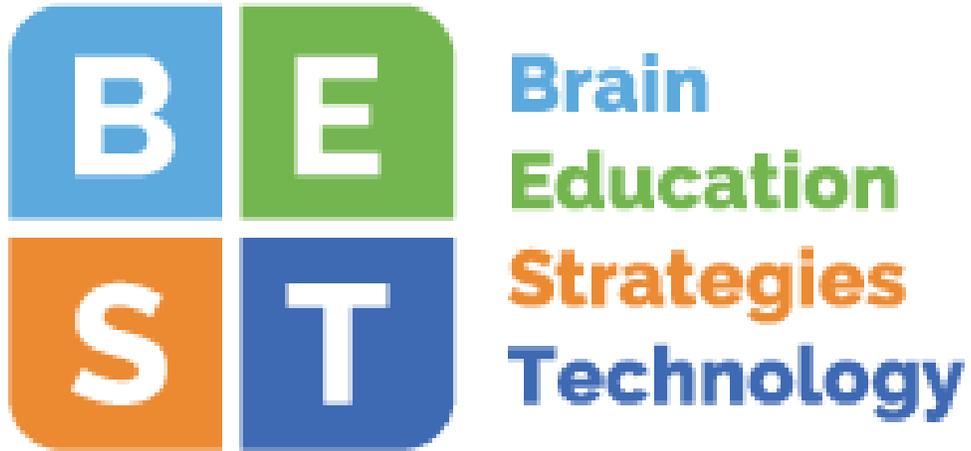
❖ Aramark

❖ 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.

# Technology Resources: PEAT



PARTNERSHIP ON EMPLOYMENT  
& ACCESSIBLE TECHNOLOGY

[Partnership on Employment & Accessible Technology \(PEAT\)](#)

- ❖ 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

# Office of Disability Employment Policy (ODEP)



- ❖ 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/>

# ODEP Workforce Resources: LEAD Center



National Center on Leadership for the Employment and Economic  
Advancement of People with Disabilities  
(LEAD Center).

- ❖ 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](http://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](#)

# Q & A



Questions?



Comments?



Smart Remarks?

# Upcoming Equity Webinars!



*You're Invited:*  
**Online Diversity,  
Equity, Accessibility  
and Inclusion Training**

## *In Partnership with:*

Board Source

The California Wellness Foundation  
Catalogue for Philanthropy, Greater Washington  
Center for Disaster Philanthropy  
The Chronicle of Philanthropy  
The Communications Network  
The Divas With Disabilities Project  
Exponent Philanthropy  
Media Impact Funders  
National Center of Disability Journalism  
National Committee for Responsive Philanthropy  
National Council of Nonprofits  
New York Women's Foundation  
The Unfunded List  
Weingart Foundation

**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/>