



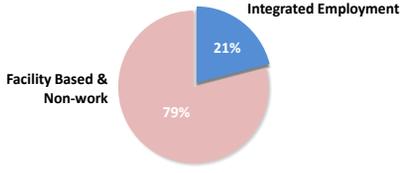
Project SEARCH® Arizona:
Collaborating with Business,
Education, Agencies, and
Community Partners to Foster
Successful Transitions

Laura Schweers
Sonoran UCEDD, University of Arizona

Julia Anderson
Western Maricopa Education Center



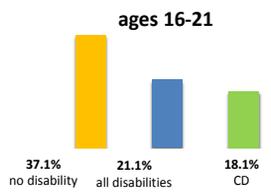
AZ: Employment & ID/D



ICI National Survey of State IDD Agencies FY 2014



Youth Employment



American Community Survey 2011



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

- developed at Cincinnati Children's Hospital MC (1996)
- business-led collaboration with community partners
- focus on competitive employment outcome
 - ▶ integrated within host business
 - ▶ transferrable, marketable job skills
 - ▶ career exploration and readiness
- competitive intern selection process
- supports include instructor, job coach professionals and natural supports
- **goal:** interns will be employment ready through hands-on experience (internship rotations) and instruction



Training/Instruction

curriculum:

- employment skills
- social skills
- daily living skills
- job development
- site/industry specific

program structure:

- full-day, Monday-Friday
- orientation days
 - ▶ host NEO
 - ▶ navigating host site
 - ▶ rotation orientation
- typical days
 - ▶ 1.5 hour classroom instruction
 - ▶ 4-6 hours rotation

rotations (unpaid):

- not a complete position
- tasks reinforce curriculum
- continual assessment & feedback



Eligibility

- young adult (18 + years of age)
- appropriate hygiene, social and communication skills
- ability to take direction
- does not require one-on-one supervision
- willing to explore public transportation options
- receiving services through school district or RSA
- meet business clearance requirements
- have a significant barrier to employment
- application – competitive process
- **desire to work**



Benefits to Interns

- marketable, transferrable employment skills
- opportunity to work in esteemed organization (résumé building)
- portfolio of skills
- job development
 - job search, résumé, interview skills
 - networking with business partners (referral)
- increased independence (transportation, daily living skills, social skills)





Business Perspective

- access to a new, diverse, talent stream with skills that match labor needs
- access to a demographic of the economy with intense buying power: people with disabilities represent one of the fastest growing market segments in the US
- dramatically improved performance and retention in some typically high-turnover, entry-level positions
- changes in business culture: far-reaching positive effects on attitudes about hiring people with disabilities and the range of jobs in which they can be successful



Health Care



- Medical/Surgical Unit
- Patient Transport
- Environmental Services
- Administration
- Emergency Department
- Receiving
- Nutritional Services
- Facilities Management
- Sterile Processing
- Material Resources
- Outpatient Clinics – Administration
- Outpatient Clinics – Clinical
- Landscaping – Kino Sports Complex



Health Care



- In-Patient Pharmacy
- Cafeteria
- Materials Management
- Environmental Services
- Patient Transport
- Nursing Units
- Sterile Processing
- Kitchen
- Facilities Management
- Diamond Children's



University



- Recreation Center
- Dining Services
- Bookstore
- Highland Market
- Disability Resource Center
- FUEL
- Student Union
- Human Resources
- Arizona Public Media



Manufacturing



- Hybrid Maintenance
- Manufacturing Operations
- Warehouse Operations
- Information Technology





 Career & Technical Education Districts
 Community Businesses
 Department of Education
 Employment Service Providers

Local Education Agencies
 State Developmental Disabilities Agency
 State Rehabilitation Services
 University Center for Excellence in DD

Project SEARCH®
 Cincinnati Children's Hospital
 Medical Center



Hospitality



- Dining Room
- Laundry
- Business Office
- Front Desk/Guest Services
- Housekeeping





 Career & Technical Education Districts
 Community Businesses
 Department of Education
 Employment Service Providers

Local Education Agencies
 State Developmental Disabilities Agency
 State Rehabilitation Services
 University Center for Excellence in DD

Project SEARCH®
 Cincinnati Children's Hospital
 Medical Center



Distribution Core-Mark ADC Logistics

- Warehouse Auditor
- Day Warehouse
- Driver Check-In
- Dry Room Operator
- Full Case Order Selector
- Single Sell Order Selector
- Janitor – Housekeeping





 Career & Technical Education Districts
 Community Businesses
 Department of Education
 Employment Service Providers

Local Education Agencies
 State Developmental Disabilities Agency
 State Rehabilitation Services
 University Center for Excellence in DD

Project SEARCH®
 Cincinnati Children's Hospital
 Medical Center



Hospitality

- Banquet Setup
- Housekeeping Utility
- Kitchen Steward
- Pantry Prep Cook





Project SEARCH Fidelity

1. integrated competitive employment outcome
2. collaboration – business, education, VR, DDD, CRP, families
3. employer led
4. consistent staff – single point of entry
5. young people with ID/D
6. braided funding (sustainable)
7. total immersion/integration
8. systematic instruction (complex, routine)
9. agree on definition of employment and data
10. follow-along services – employment retention
11. collect data on employment outcomes
12. license agreement



Partners



and...family members, advocacy/support groups,
school districts



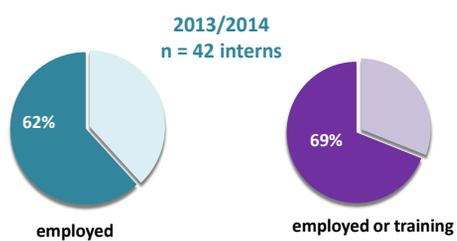
UCEDD/UA Initiative

Research/RedCap MIS

- application & program data
- additional – SES, parental employment status, TSW, date of first VR encounter, family involvement

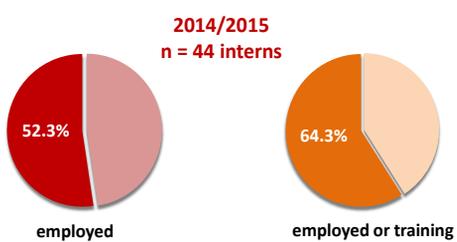


Project SEARCH AZ Outcomes





Project SEARCH AZ Outcomes





Interns and Family Members

<videos here>



Contact

Julia Anderson
Project SEARCH West-MEC Coordinator
 602.380.7423 / julia.anderson@west-mec.org

Laura Schweers
Project SEARCH Statewide Coordinator
Sonoran UCEDD, University of Arizona
 520.626.0677 / schweers@email.arizona.edu

