



### Project SEARCH® Arizona: Comprehensive Transition Planning for Competitive Employment and Community Living

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### Project SEARCH®

- Business-driven **transition-to-work** model with community partners
- Program takes place **entirely within a host business**
- Participants experience **total workplace immersion** and learn relevant, marketable skills
- Host business is **active partner** in program implementation



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### Project SEARCH® (cont.)

- Developed at **Cincinnati Children's Hospital Medical Center** in 1996 – Erin Riehle & Susie Rutkowski
- Focus on **competitive, integrated employment outcome**
  - transferrable, marketable job skills
  - career exploration and readiness
  - job development
- Supports include instructor, job coaches, and natural supports



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### Project SEARCH® — Global Presence

- Nearly **400** programs in 45 states, Canada, England, Ireland, Scotland, Holland
- Industries: Healthcare, Government, Post-Secondary Education, Hospitality, Banking, Biotech, Distribution Center, Insurance, Parks/Zoos/Attractions, Pharmaceutical, Retail, Utilities
- 2014/2015 Cohorts: **75.5%** of graduates are employed
  - 33% employed by the host site
  - 67% employed elsewhere in the community

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### Collaboration

- Host Business Sites
  - Medtronic, Renaissance, Core-Mark, UA, Banner UMC – Tucson & South Campuses
- School Districts
  - West-MEC, Pima JTED, typical districts (planning & referral)
- Vocational Rehabilitation
- Division of Developmental Disabilities
- Employment Services Providers
  - TCH, SAGE Easter Seals Blake Foundation

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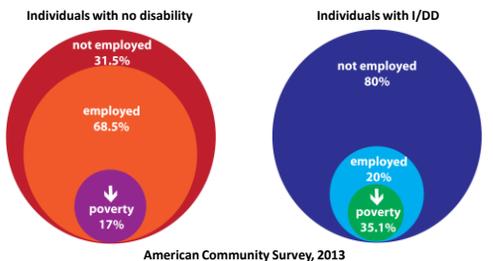
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### Employment Participation for Arizonans (Ages 16-64)




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## Changing Landscape: Confluence of Factors

- Workforce Innovation Opportunity Act (2014)
  - Pre-Employment Transition Services (Section 113)
  - Supported Employment
  - Section 511
- Employment First (*systems change efforts*)
- DOJ Settlements
- CMS HCBS Settings Rules (Medicaid/AHCCCS)
- PROMISE Grant – ASPIRE
- ABLE Act
- Updates to Section 503 – Rehab. Act 1973 (*federal contractors*)




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## WIOA-Pre-Employment Transition

### Required Services

- Job exploration counseling
- Work-based learning experiences
- Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs at institutions of higher education
- Workplace readiness training to develop social skills and independent living
- Instruction in self-advocacy




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## Intern Selection

- Designed to train young adults (18+) with more significant disabilities
- Comprehensive application/interview process including host business
- Eligibility
  - Desire for competitive, integrated employment
  - Does not require 1:1 supervision
  - Appropriate hygiene, social, and communication skills
  - VR (YA); School District (HST)
  - Willing to explore public transportation options
  - Able to meet host business clearance requirements




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### Goal – Competitive Employment

Definition:

- At least 16 hours per week
- Pays the prevailing wage
- Non-seasonal
- In an integrated setting (i.e., among co-workers with and without disabilities)

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### Project SEARCH Arizona 2014/2015

Interns = 47




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### Program Structure

Nine Months

- Full-day, Monday-Friday
- Orientation Days
  - Host NEO
  - Navigating host site
  - Rotation orientation
- Typical Days
  - 1.5 hour classroom instruction
  - 6 hours rotation

Rotations (unpaid):

- Not a complete position
- Tasks reinforce curriculum
- Continual assessment & feedback

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### Curriculum

- 1. Team Building
- 2. Workplace Safety
- 3. Technology
- 4. Self-Advocacy
- 5. Maintaining Employment
- 6. Financial Literacy
- 7. Health & Wellness
- 8. Preparing for Employment

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### Internships

- Project SEARCH model of participation in three internships is based on evidence that interns with disabilities need time for skill acquisition and to practice employability skills
- The team (including the intern) is in agreement that the job opportunity is a good match
- Individualized internships for the benefit of the intern, not the business

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### Internship Development

- Marketable skills
- Teaching skills, not jobs
- Complex and systematic skills
- Daily evaluation
- Daily curriculum delivered by a full-time instructor
- Staff onsite at all times

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### 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, promotion 2 years later

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### E-Mail Mentoring Program



**Project SEARCH** Bring your passion and do your life's best work.™

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### Benefits to Interns

- Portfolio of marketable, transferrable employment skills
- Opportunity to work in esteemed organization (résumé building)
- Job search, résumé, interview skills
- Job development
- Networking with business partners (referral)
- Increased independence (transportation, daily living skills, social skills)
- Employment!




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## Benefits to Business

- Hard-working, reliable trained interns offer ready solutions to staffing needs; improved performance and retention in some typically high-turnover, entry-level positions
- Positions businesses as leaders within the community by training and hiring individuals with disabilities.
- Business culture positively impacted regarding attitudes about hiring people with disabilities and the range of jobs in which they can be successful.
- Professional on-site staff identify rotations, train interns, and provide ongoing supports.
- Cost to participate: assurance of a welcoming environment providing interns the opportunity to gain knowledge and skills that lead to competitive, integrated employment.

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University Center for Excellence in DD

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**<sup>®</sup>  
Cincinnati Children's Hospital  
Medical Center

## 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




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## Health Care



- In-Patient Pharmacy
- Cafeteria
- Materials Management
- Environmental Services
- Patient Transport

- Nursing Units
- Sterile Processing
- Kitchen
- Facilities Management




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### University

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




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### Manufacturing



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




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### 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




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### Hospitality

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




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Host sites...

### Partners

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

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### Questions

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### Online Resources

**ARIZONA**

Project SEARCH AZ  
AZ Employment First  
AZ WIOA State Plan

AZProjectSearch.org  
AZEmploymentFirst.org  
des.az.gov/sites/default/files/  
media/wiostateplanfinal.pdf

**NATIONAL**

Project SEARCH  
Employment 1<sup>st</sup> APSE  
WINTAC  
NTACT  
LEAD Center  
ThinkWork!

projectsearch.us/  
apse.org/  
wintac.org/  
transitionta.org/  
leadcenter.org/  
thinkwork.org/

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