



RESPECTABILITY

**Achieving Meaningful Employment For Young Adults
With Intellectual and Developmental Disabilities:**

Transition and Training

The Project SEARCH Way

Jennifer Laszlo Mizrahi, President, RespectAbilityUSA

Contact: JenniferM@RespectAbilityUSA.org

J. Erin Riehle, MSN, RN

Contact: erin.riehle@cchmc.org

Meet Today's Presenter



- ❖ **J. Erin Riehle, Founder & Director of Project SEARCH** is a national Leader in promoting employment opportunities for people with disabilities and other barriers to employment. Project SEARCH is an employment and transition program that has received national recognition for innovative practices.



- ❖ **Jennifer Laszlo Mizrahi is President and CEO of RespectAbility**, a non-profit organization working to empower people with disabilities to achieve the American dream. She works regularly with national, state and local policy leaders, workforce development professionals, media and employers, as well as with disability and faith-based organizations in order to expand opportunities for people with disabilities. She has already met with teams from all 50 states, including 40 governors, on WIOA implementation.

Key Facts

- ❖ One-in-five Americans have a disability and 70% of working age (18-64) people with disabilities are outside of the workforce.
- ❖ More than 9 million working age Americans with disabilities survive on government benefits, which costs taxpayers billions.
- ❖ The employment gap between people with and without disabilities continues to expand.
- ❖ The Social Security Disability Trust Fund will exhaust its funds in 2016.
- ❖ Fully 1.2 million 16-20 year olds with disabilities in America should be entering their work/career years.
- ❖ Most young Americans with disabilities can and want to work and deserve the opportunity to achieve the American dream.
- ❖ Project Search is a promising practice, which can help on all these fronts plus enable employers access to real talents of these young Americans as people with disabilities also have abilities that can make our nation stronger.
- ❖ <http://money.cnn.com/2013/05/30/news/economy/disability-trust-fund/>

Necessary vs. Sufficient



Steam Engine will not move until water reaches the temperature of 212 degrees.

Theory Of Change

$$A+B+C=D$$


ADA+IDEA+??? = Great Jobs For PwDs



Best Practices

- ❖ In 2013, 1,156,000 individuals from ages 13 to 25 received \$8.7 billion in Supplemental Security Income benefits. These young people face distinct challenges in transitioning from school to work and economic self-sufficiency.
- ❖ To help them overcome these challenges, the Social Security Administration sponsored the Youth Transition Demonstration, which did not show as much promise as hoped. <http://www.mathematica-mpr.com/events/csdp-forum-may-2015-youth-transition-demonstration>

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.*

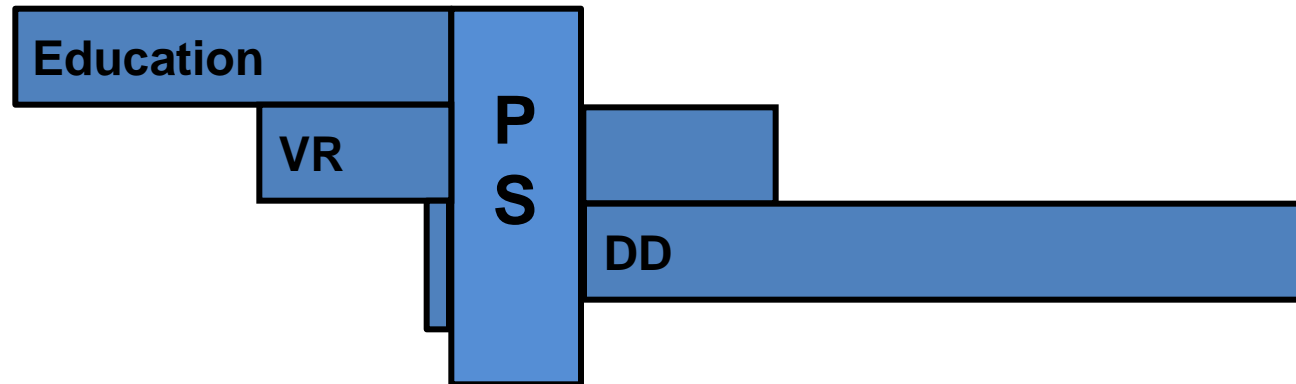


Stephen Simon, ADA Quarterly, Fall 1998

❖ Serial Funding



- Project SEARCH Funding



One Common Goal: Employment

Education

**Employment can
be being a
homemaker,
joining the
military, further
education,
workshop,
enclave or
competitive
employment**

Voc Rehab

**Employment
means
competitive
employment
only**

Developmental Disability

**Employment
can be
competitive
employment,
day
program,
enclaves or
workshops**

Three Vastly Different Definitions

Program Description

- ❖ One school year or 9 months
- ❖ 10-12 young adults 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

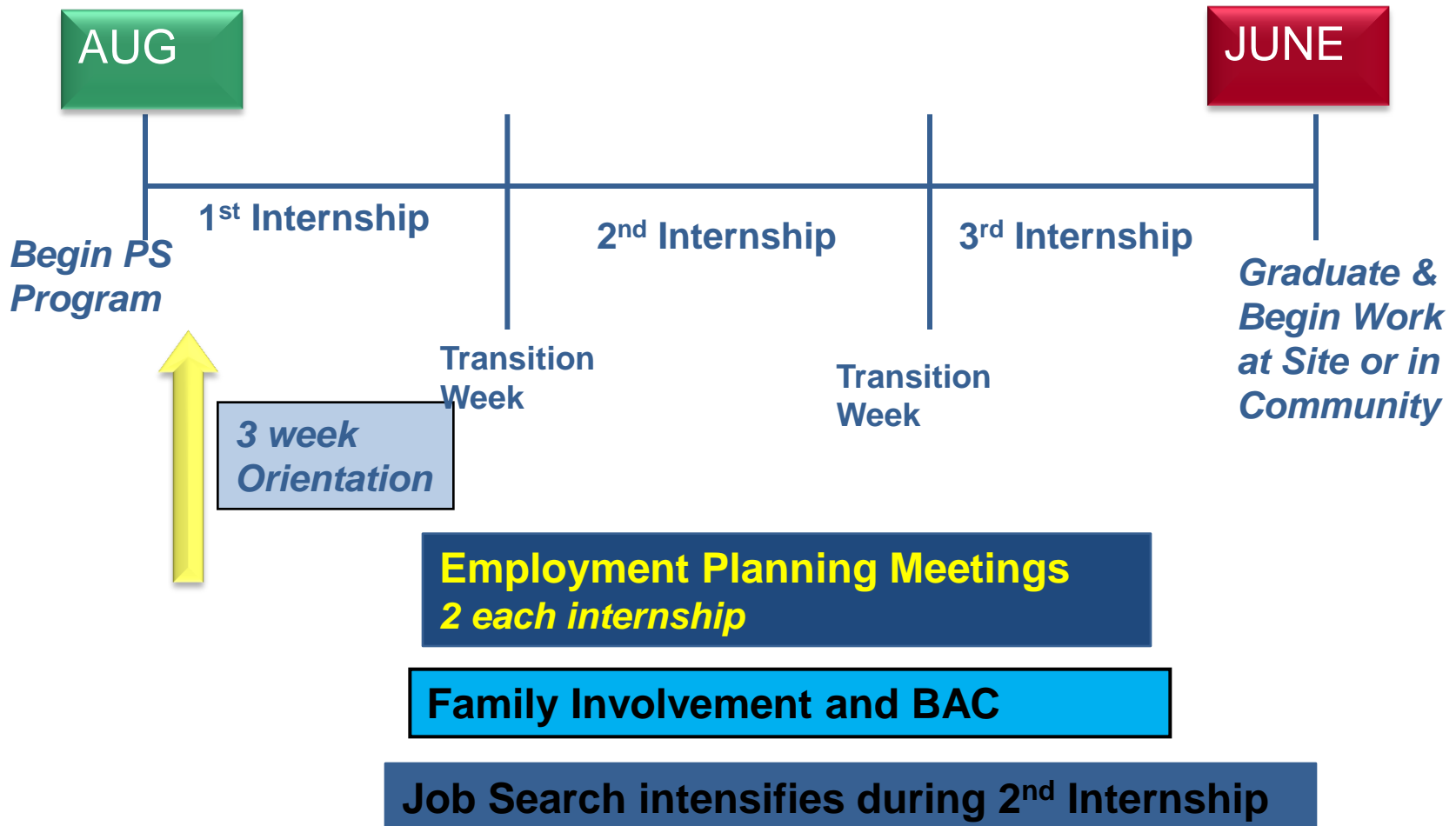
- ❖ 18 – 21 years old
- ❖ Last year of school eligibility or DD eligible adult
- ❖ Eligible for services
- ❖ Appropriate hygiene, social, and communication skills
- ❖ Ability to take direction and change behavior
- ❖ Access public transportation
- ❖ Pass drug screen, background check
- ❖ Desire to Work!

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
- 273 programs in 44 states
- 2500 young people a year
- 60% healthcare, 40% broad mix of business types
- 68% employment
- 88% employee benefit eligible
 - 35% take employee benefits, usually at 5 years
 - Benefits alone save roughly 1 million dollars over lifetime
 - Family Involvement curriculum to drive familial change in attitude

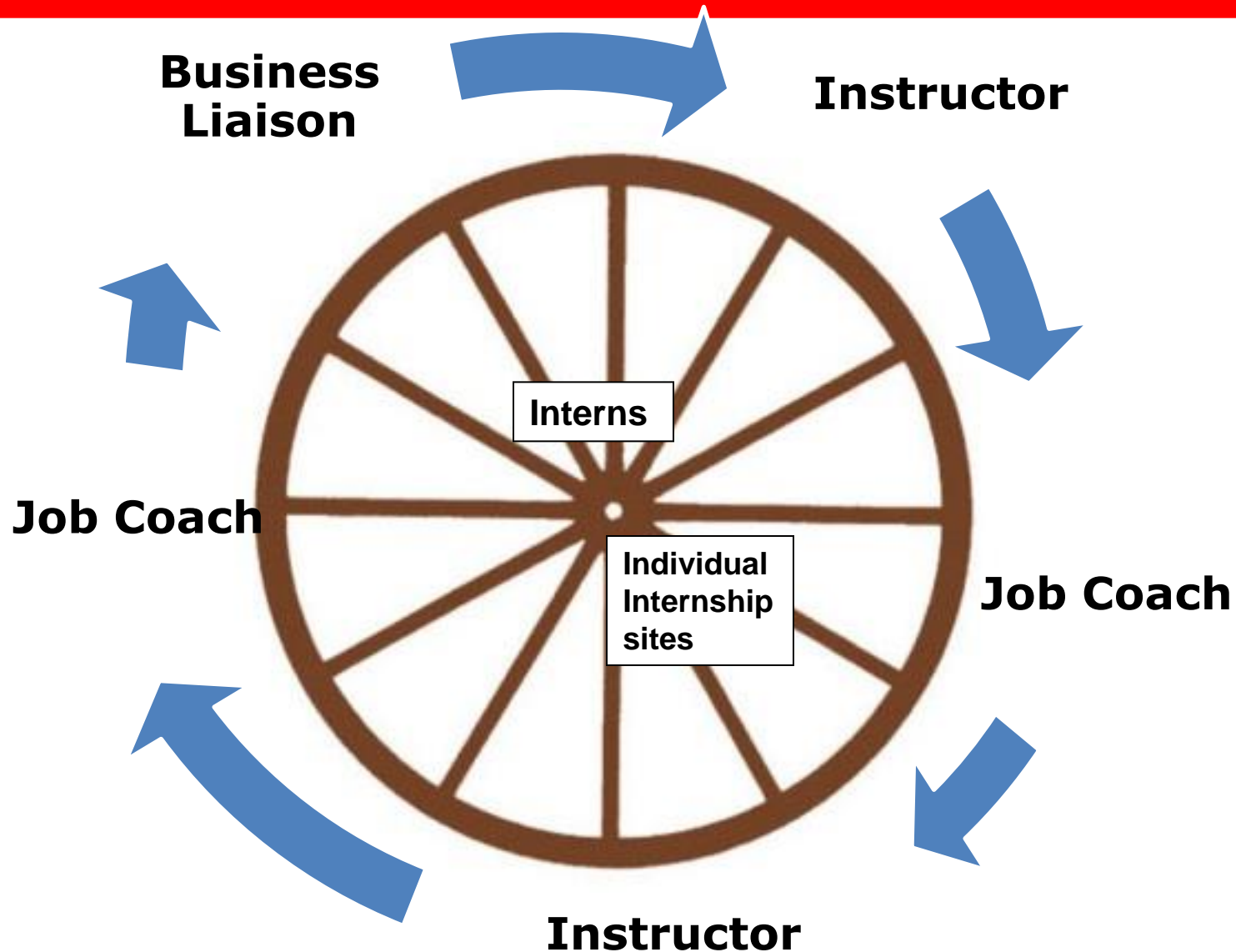
Annual Project SEARCH Schedule



6/26/2015

PS copyright

Project SEARCH Model



Internships



- ❖ Marketable Skills
- ❖ 4 – 5 hours of day, 910 per year
- ❖ Work/ Social Skills
- ❖ Integrated
- ❖ Cascading skills

Internship to Job



- ❖ 1st Rotation: VP Office at University Program – focus on phone skills
- ❖ 2nd Rotation: Consumer Lending – focus on computer skills
- ❖ 3rd Rotation: Receptionist in Lobby
- ❖ Hired as receptionist

Renewed Focus on Quality and Productivity



Quality Exercise



Raising Expectations









Gretchen in Materials Management









Accommodations and Adaptations



Individualized Tools



DRAWER 2 SECTION 5					
10 10 10		2138 1964 2134			
1		1483			
1		2221	1		1359
1		841	1		840

Oxymetry Probe





\$9 Adaptation



Pictures Instead of Words



Enlarging Print

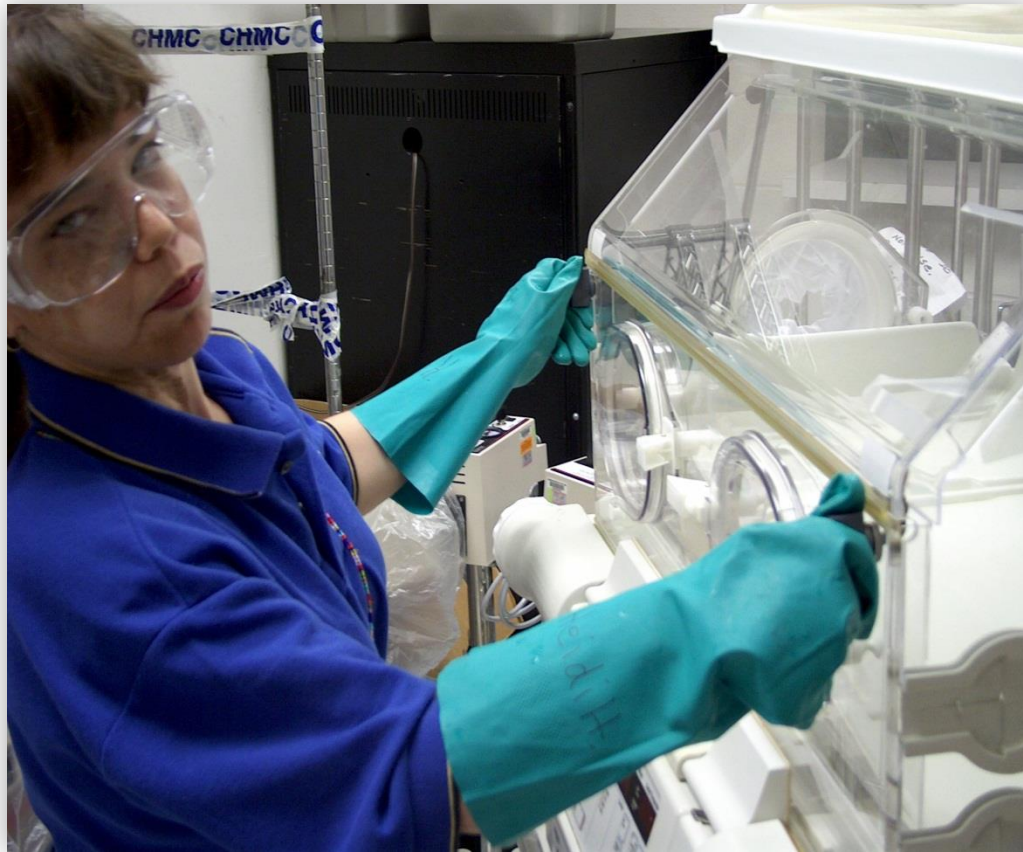


Error Proofing

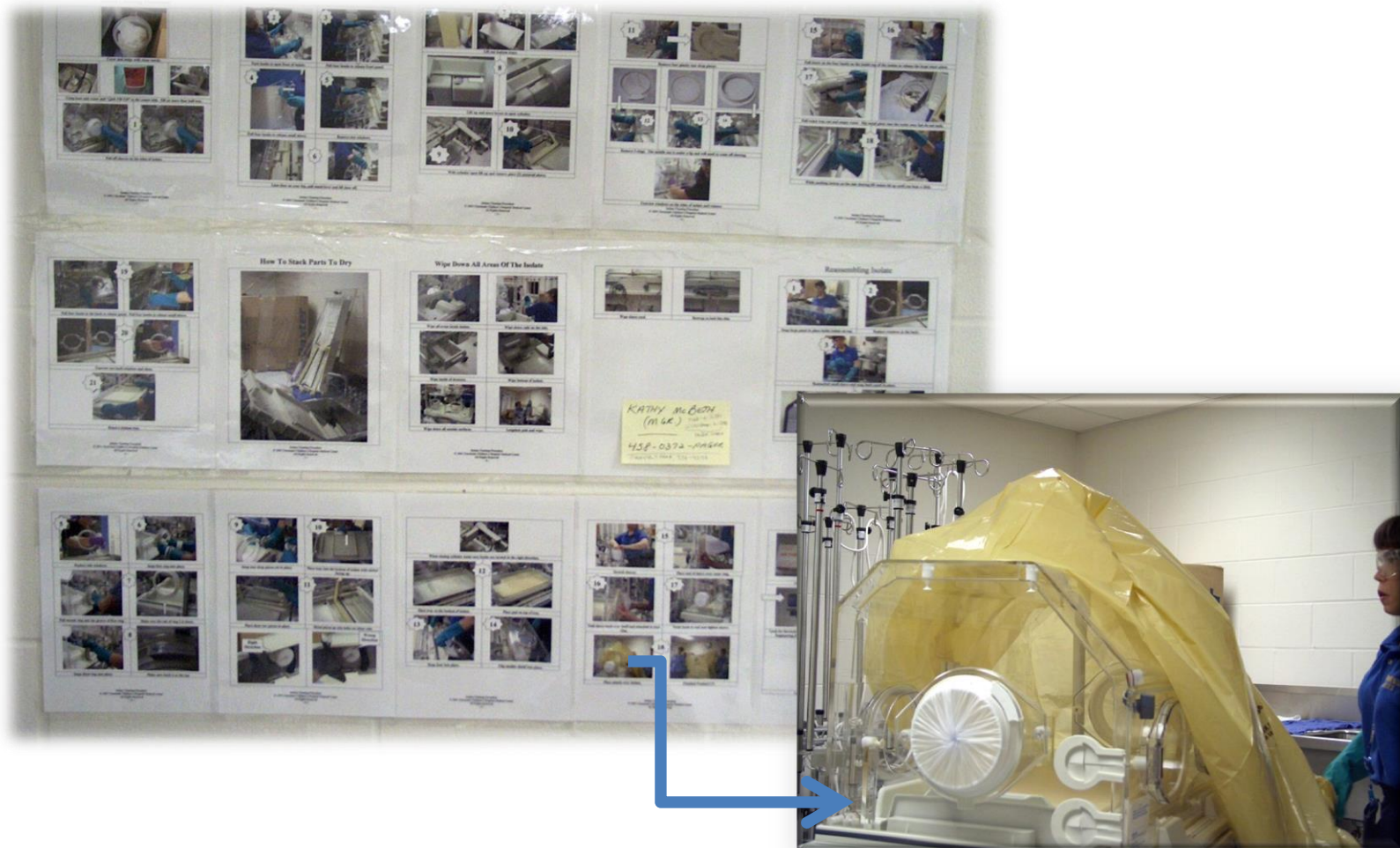


Setting up
your own
structure

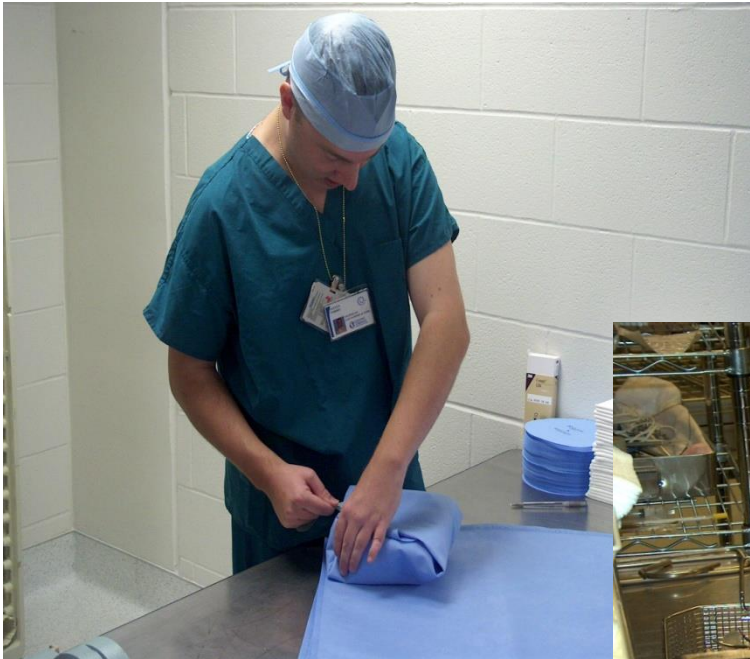
Specialty Equipment (Isolettes)



A Work Aid On The Wall



Clinical Sterilization



58 Graduates Hired at CCHMC

Project SEARCH Employees



Tim Albert
Year Started: 2001
Department: Pathology
Job Title: HISTOLOGY TECH I



Mary Bodle
Year Started: 2001
Department: Patient Escort
Job Title: Patient Escorter



Aaron Azizkhan
Year Started: 2000
Department: SDS
Job Title: CSR I



Chadwick Brooks
Year Started: 2013
Department: Emergency Department - Liberty
Job Title: Cart Stocker



Lindsey Ballard
Year Started: 2013
Department: Emergency Services
Job Title: Cart Stocker



Carissa Buchanan
Year Started: 1999
Department: Food Services
Job Title: Food Service Assistant



Aaron Beck
Year Started: 2002
Department: Material Management
Job Title: Environmental Tech I



Arica Burke
Year Started: 2013
Department: Food Services
Job Title: Room Services Assistant



Christina Bockstiegel
Year Started: 2006
Department: Emergency Services/Clerical Support
Job Title: ED Aide



Carla Campbell
Year Started: 2004
Department: A&S Nursing
Job Title: Environmental Coordinator

One Common Goal: Employment

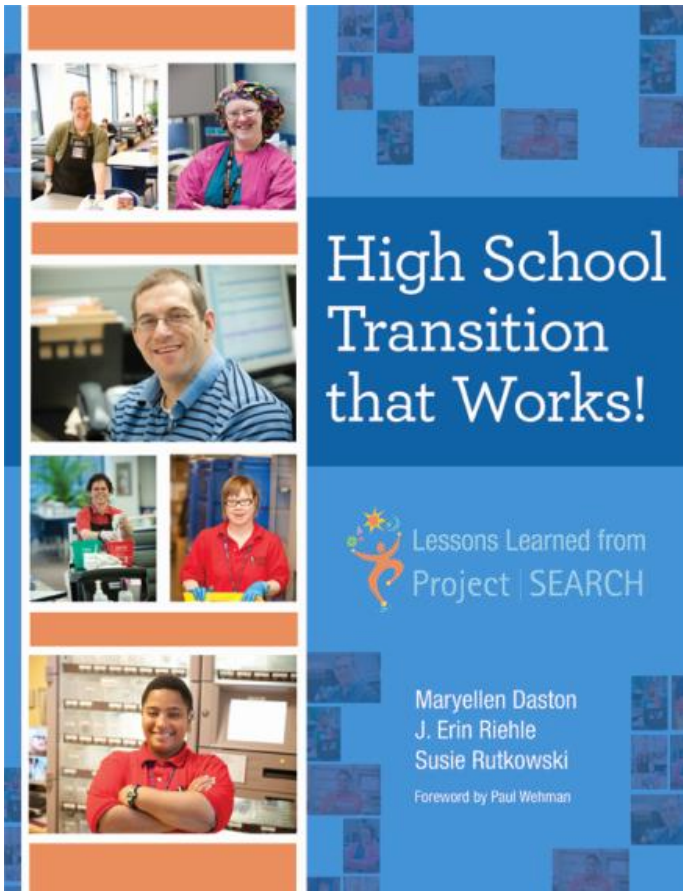
High School Transition that Works: Lessons Learned from Project SEARCH

By Maryellen Daston, Erin Riehle,
and Susie Rutkowski

Paul H. Brookes Publishing Co., Inc.

❖ For more information go to:

❖ <http://projectsearch.us/>



Disability Employment First Planning Tool

Disability Employment First Planning Tool

Download the [PDF](#)



Disability Employment First Planning Tool

Created by RespectAbility,
Best Buddies, The National Association
of Councils on Developmental
Disabilities (NACDD), National Council
on Independent Living (NCIL), Paralyzed
Veterans of America (PVA) and National
Organization on Disability (NOD).

Questions? Contact Jennifer Laszlo Mizrahi at
202 365 0787 or JenniferM@RespectAbilityUSA.org

Non-profits committed to jobs for
PwDs will stand at your side and help!



Wisconsin



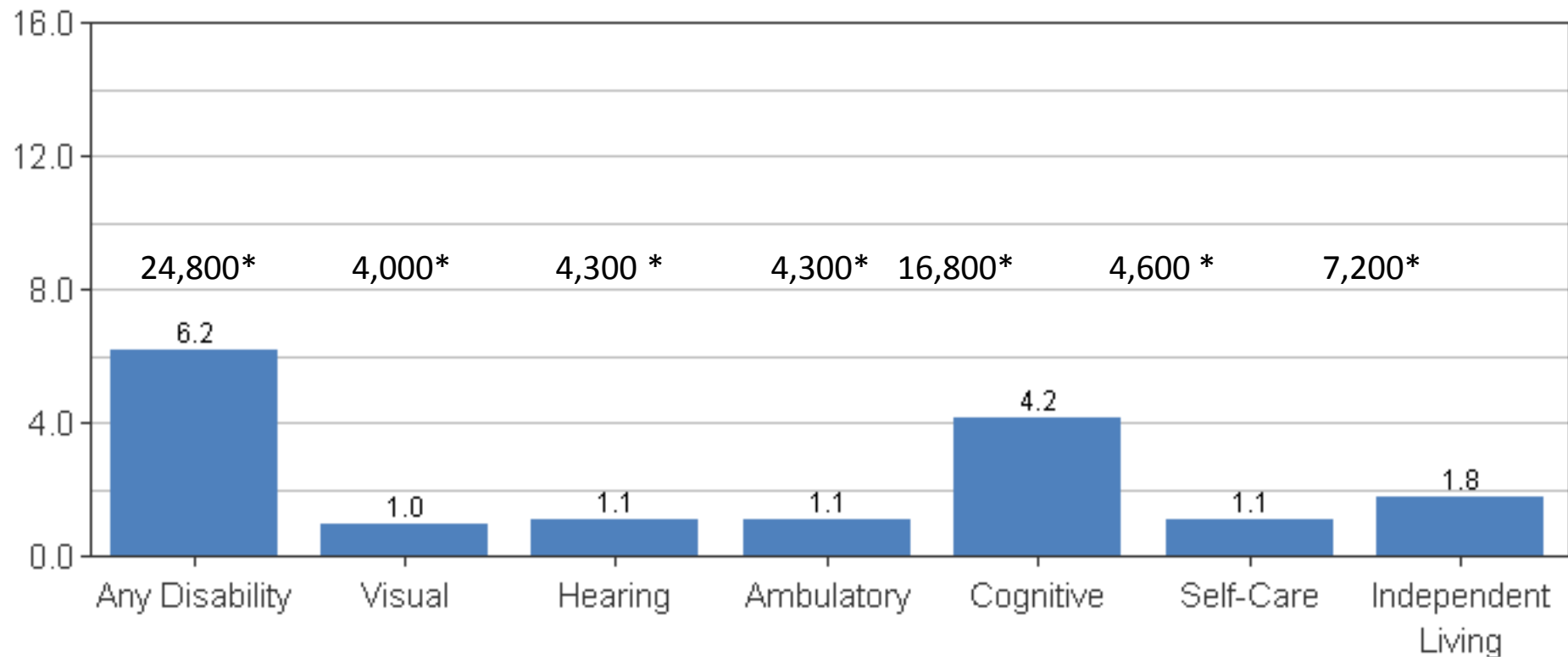
Gov. Walker (WI)
with disability leaders

- ❖ 80.1% of persons without disabilities aged 18 to 64 are employed.³
- ❖ 40.9% of PwDs aged 18 to 64 are employed.³
- ❖ 685,794 people in WI have a disability.³
- ❖ 24,800 persons aged 16 to 20 have a disability.¹
- ❖ 312,200 persons aged 21 to 64 have a disability.¹
- ❖ 67,000 PwDs aged 18 to 64 receive benefits.¹
- ❖ In 2012, WI's total expenditure on SSDI benefits was \$2,350,020,000.³
- ❖ Voc. Rehab. received 18,442 general applicants in WI in 2012.³
- ❖ Voc. Rehab. obtained 3,250 jobs for PwDs in WI in 2012.³
- ❖ 26.5% of people with a disability ages 18 to 64 live below the poverty line, a 15.3 percentage point gap.³

1. 2012 Disability Status Report: New York, disabilitystatistics.org
2. StateData: The National Report on Employment Services and Outcomes, 2013
3. [Annual Disability Statistics Compendium](#)

Prevalence of Disability Among Non-Institutionalized People Ages 16 to 20 in Wisconsin in 2012

Prevalence Rates: Age 16 to 20 years (%)



*Total numbers reported

Source: [Cornell University](#)

Disability and Job Data By State

- ❖ [Alabama: Download the PDF here.](#)
- ❖ [Alaska: Download the PDF here.](#)
- ❖ [Arizona: Download the PDF here.](#)
- ❖ [Arkansas: Download the PDF here.](#)
- ❖ [California: Download the PDF here.](#)
- ❖ [Colorado: Download the PDF here.](#)
- ❖ [Connecticut: Download the PDF here.](#)
- ❖ [DC: Download the PDF here.](#)
- ❖ [Delaware: Download the PDF here.](#)
- ❖ [Florida: Download the PDF here.](#)
- ❖ [Georgia: Download the PDF here.](#)
- ❖ [Hawaii: Download the PDF here.](#)
- ❖ [Idaho: Download the PDF here.](#)
- ❖ [Illinois: Download the PDF here.](#)
- ❖ [Indiana: Download the PDF here.](#)
- ❖ [Iowa: Download the PDF here.](#)
- ❖ [Kansas: Download the PDF here.](#)
- ❖ [Kentucky: Download the PDF here.](#)
- ❖ [Louisiana: Download the PDF here.](#)
- ❖ [Maine: Download the PDF here.](#)
- ❖ [Maryland: Download the PDF here.](#)
- ❖ [Massachusetts: Download the PDF here.](#)
- ❖ [Michigan: Download the PDF here.](#)
- ❖ [Minnesota: Download the PDF here.](#)
- ❖ [Mississippi: Download the PDF here.](#)
- ❖ [Missouri: Download the PDF here.](#)
- ❖ [Montana: Download the PDF here.](#)
- ❖ [Nebraska: Download the PDF here.](#)
- ❖ [Nevada: Download the PDF here.](#)
- ❖ [New Hampshire: Download the PDF here.](#)
- ❖ [New Jersey: Download the PDF here.](#)
- ❖ [New Mexico: Download the PDF here.](#)
- ❖ [New York: Download the PDF here.](#)
- ❖ [North Carolina: Download the PDF here.](#)
- ❖ [North Dakota: Download the PDF here.](#)
- ❖ [Ohio: Download the PDF here.](#)
- ❖ [Oklahoma: Download the PDF here.](#)
- ❖ [Oregon: Download the PDF here.](#)
- ❖ [Pennsylvania: Download the PDF here.](#)
- ❖ [Rhode Island: Download the PDF here.](#)
- ❖ [South Carolina: Download the PDF here.](#)
- ❖ [South Dakota: Download the PDF here.](#)
- ❖ [Tennessee: Download the PDF here.](#)
- ❖ [Texas: Download the PDF here.](#)
- ❖ [Utah: Download the PDF here.](#)
- ❖ [Vermont: Download the PDF here.](#)
- ❖ [Virginia: Download the PDF here.](#)
- ❖ [Washington: Download the PDF here.](#)
- ❖ [West Virginia: Download the PDF here.](#)
- ❖ [Wisconsin: Download the PDF here.](#)
- ❖ [Wyoming: Download the PDF here.](#)

Resources

- ❖ StateData: The National Report on Employment Services and Outcomes, 2013 (data from 2012)
- ❖ 2012 Disability Status Report United States, Cornell University, 2012: www.disabilitystatistics.org
- ❖ Fedspending: www.fedspending.org
- ❖ Project SEARCH: www.projectsearch.us
- ❖ Job Accommodation Network: <https://askjan.org/>
- ❖ State Vocational Rehabilitation Agency:
http://wdcrobcolp01.ed.gov/Programs/EROD/org_list.cfm?category_cd=SVR
- ❖ RespectAbilityUSA: www.respectabilityusa.org

Let Us Know If We Can Help!

We have many resources for policy makers and employers on our website and are ready to help!

**RespectAbilityUSA
4340 East-West Hwy, Suite 1100
Bethesda, MD 20814**

www.RespectAbilityUSA.org

Cell: (202) 365 – 0787

Jennifer Laszlo Mizrahi

President

JenniferM@RespectAbilityUSA.org