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 Mizrahii 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.
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
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

Three Vastly Different Definitions

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
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

**AUG**
- **Begin PS Program**
- **3 week Orientation**
- **1st Internship**
  - Transition Week

**2nd Internship**
- Employment Planning Meetings
  - 2 each internship
- Transition Week

**3rd Internship**
- Graduate & Begin Work at Site or in Community
- Family Involvement and BAC

**JUNE**

Job Search intensifies during 2nd Internship
Project SEARCH Model

- Business Liaison
- Instructor
- Job Coach
- Interns
- Individual Internship sites
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
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

<table>
<thead>
<tr>
<th>Name</th>
<th>Year Started</th>
<th>Department</th>
<th>Job Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tim Albert</td>
<td>2001</td>
<td>Pathology</td>
<td>HISTOLOGY TECH I</td>
</tr>
<tr>
<td>Mary Bodle</td>
<td>2001</td>
<td>Patient Escort</td>
<td>Patient Escort</td>
</tr>
<tr>
<td>Aaron Azizkhan</td>
<td>2000</td>
<td>SDS</td>
<td>CSR I</td>
</tr>
<tr>
<td>Chadwick Brooks</td>
<td>2013</td>
<td>Emergency Department - Liberty</td>
<td>Carl Stocker</td>
</tr>
<tr>
<td>Lindsey Ballard</td>
<td>2013</td>
<td>Emergency Services</td>
<td>Carl Stocker</td>
</tr>
<tr>
<td>Carissa Buchanan</td>
<td>1999</td>
<td>Food Services</td>
<td>Food Service Assistant</td>
</tr>
<tr>
<td>Aaron Beck</td>
<td>2002</td>
<td>Material Management</td>
<td>Environmental Tech I</td>
</tr>
<tr>
<td>Arica Burke</td>
<td>2013</td>
<td>Food Services</td>
<td>Room Services Assistant</td>
</tr>
<tr>
<td>Christina Bockstiegel</td>
<td>2006</td>
<td>Emergency Services/Clerical Support</td>
<td>ED Aide</td>
</tr>
<tr>
<td>Carla Campbell</td>
<td>2004</td>
<td>ADS Nursing</td>
<td>Environmental Coordinator</td>
</tr>
</tbody>
</table>
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

Download the PDF

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

Disability Employment First Planning Tool

Questions? Contact Jennifer Lasco-Microshi at 202-369-0167 or jenniferhm@RespectAbility.org
Wisconsin

- 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.\(^3\)

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 (%)

- Any Disability: 6.2%
- Visual: 1.0%
- Hearing: 1.1%
- Ambulatory: 1.1%
- Cognitive: 4.2%
- Self-Care: 1.1%
- Independent Living: 1.8%

*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

- Fedspending: www.fedspending.org
- Project SEARCH: www.projectsearch.us
- Job Accommodation Network: https://askjan.org/
- State Vocational Rehabilitation Agency: http://wdcrobp01.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