Marriott Foundation
for People with Disabilities
Bridges video – Steven Chew
TRANSFORMING THE LIVES OF YOUNG ADULTS WITH DISABILITIES THROUGH THE POWER OF A JOB
Why BRIDGES?

- Ease 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 From School to Work

- 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
Bridges Overview video
PROGRAM YEARS 2006-2015
TOTAL YOUNG ADULTS SERVED

SCHOOL

80% OF YOUNG ADULTS WERE PLACED IN COMPETITIVE JOBS BASED ON:
9,873 ENROLLMENTS AND 7,940 PLACEMENTS

WE’RE HIRING!

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 Results: 2015

- 1,097 served >> 861 placed >> 554 different employers
  - 654 achieved 90-days at work
  - 536 remained at least 180-days on the job

Impact

- 536 youth in competitive jobs for at least 180 days = $3.5 million in aggregate wages. (Avg $9.10 p/hr and 25 hrs per week.)
- $5.22 million in aggregate taxable earnings of youth served in 2015
BRIDGES YOUTH BY AGE AND GENDER

- Ages 19-21: 73%
- Ages 17-18: 16%
- Age 22+: 11%

- Female: 43%
- Male: 57%
BRIDGES YOUTH BY DISABILITY TYPE

- **Learning Disability**: 64%
- **Other** (Autism Spectrum, Hearing, Speech, Chronic Illness): 17%
- **Intellectual**: 10%
- **Emotional/Behavioral**: 9%
DATA COLLECTION: CLIENT TRACK

- Cloud based
- Standard and custom reporting for data dating back to 1990

![Participant Tracking Report](image-url)
**BRIDGES STRATEGIC PRIORITIES**

- **Investing in our people:** Provide training opportunities that help associates grow professionally.

- **Funding our growth:** Build financial capacity and diversify revenue streams to support our expansion.

- **Telling our story:** Create powerful messages that inspire others to support the Bridges mission.

- **Expanding our student base:** Find innovative ways to bring the Bridges experience to more young adults.

- **Building new employer models:** Work with businesses to craft enhanced partnerships.
- Rehabilitation Counseling Bulletin
  - Impacts of school structural/student factors on employment (2016)*
  - Job acquisition by urban YWD (2013)*
- Journal of Rehabilitation
  - Employer preferences in hiring YWD (2015)*
- Journal of Vocational Rehabilitation
  - The personnel factor: Exploring attributes of staff (2013)*
  - Long term earnings and program participation outcomes (2015)

* Funding provided by NIDRR through the Center on Transition to Employment for Youth with Disabilities.
Role of Bridges Staff

- Teacher/instructor; adjunct high school faculty member
- Job Coach
- Case Manager
- Salesperson; job developer
- Mentor
- Social Worker
Job Readiness Includes:

- 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
- THEATRE USHER
- UPS/MARSHALLS DC
- KROGER
- TJ MAXX/MARSHALLS
- ARAMARK
- AMC/PHILIPS ARENA
Benefits to Employers

- Prescreened, qualified applicants
- Young adults with job readiness training
- Support of Bridges staff
- Motivated participants
Questions?
Thank You

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A Quick Thank You to Our Sponsor

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Mentoring and Disability Employment

Tuesday, December 13th, 2016 1:30 pm ET

Featuring: Derek Shields, VP & Co-Chair of the Mentoring Committee

RSVP at respectabilityusa.com/events/

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NEW DATE for Special Olympics Webinar

Tuesday, January 17th, 2016 at 1:30 p.m. ET

- Special Conversation with Special Olympics about Violence, Police Training and People with Disabilities

Featuring: Timothy Shriver, Chairman, Special Olympics

RSVP at respectabilityusa.com/events/

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

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