



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

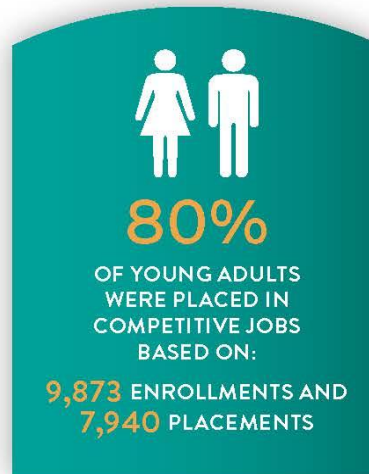
- Demand-driven and youth centered
- Emphasizes abilities rather than disabilities
- Matches prescreened youth with age appropriate jobs
- Provides long-term supports during for youth and employer

Bridges Overview video



PROGRAM YEARS 2006-2015

TOTAL YOUNG ADULTS SERVED



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.

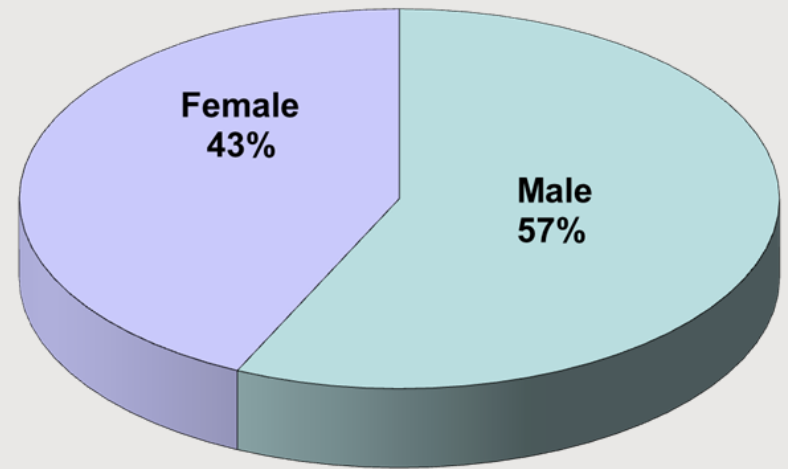
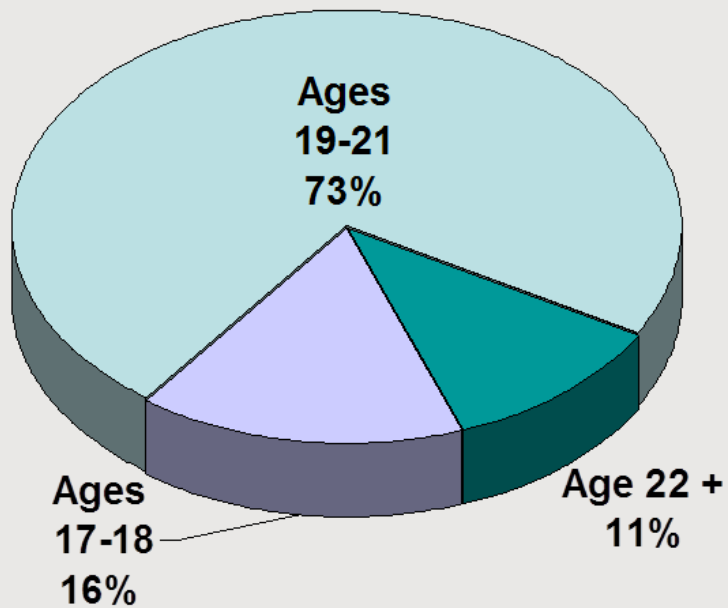
BRIDGES RESULTS: 2015

- 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

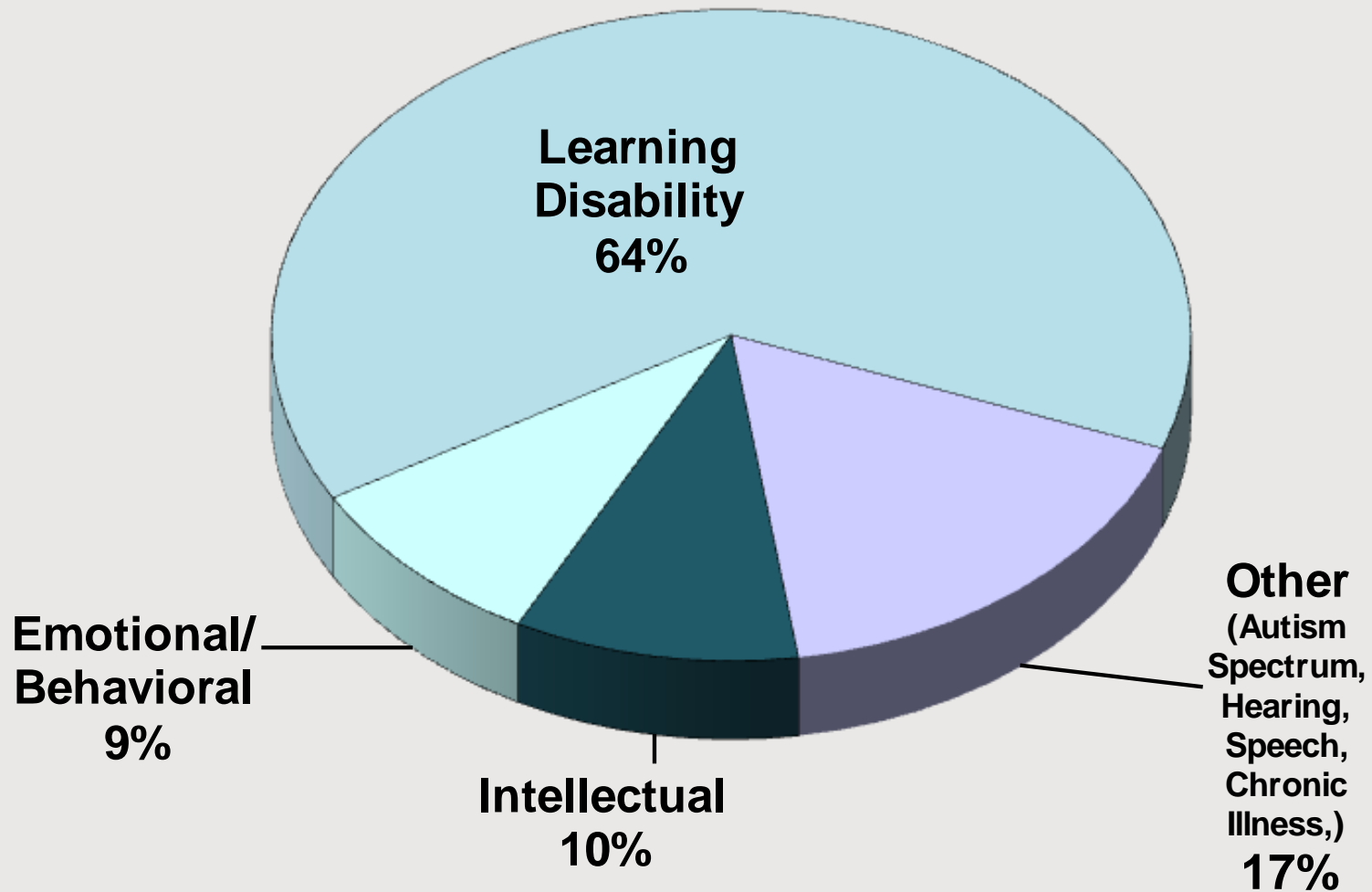
BRIDGES CITIES



BRIDGES YOUTH BY AGE AND GENDER




BRIDGES YOUTH BY DISABILITY TYPE



DATA COLLECTION: CLIENTTRACK

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

A2			
fx Allen, Khalil			
	A	B	C
1	Full Name	Year	School
			Disability
63	Pacheco, Santiago	2015	Overbrook High School
64	Beth, Nelson	2015	Overbrook High School
65	Wayne, Derek	2015	Lincoln High School
66	Jacobs, Aaron	2015	Murrell Dobbins CTE High School
67	Winn, Evan	2015	Overbrook High School
68	Brown, Tina	2015	Lincoln High School
69	Xochipa, Patricia	2015	Murrell Dobbins CTE High School
70	Hernandez, Maria	2015	South Philadelphia High School
71	Ericson, Tiffany	2015	Furness High School
72	Melone, Kirby	2015	Furness High School
73	Brown, LaDawn	2015	Furness High School
74	McKneely, Ray	2015	South Philadelphia High School
75	Litnik, Kenny	2015	South Philadelphia High School
76	Jones, Heather	2015	Mastery Charter School-Thomas
77	Christenson, Timothy	2015	South Philadelphia High School
78	Edgel, Luis	2015	South Philadelphia High School



BRIDGES
From School to Work

Participant Tracking Report

6/3/2013 2:08:30 PM

Report Selection Criteria

Organization:	Philadelphia
Program Year:	2013

Site	Name	ER	ETW	Enrolled	Grant Jobs	60 Day	180 Day	270 Day	1 Year	# CN	Date of Last CN	Exit
PH	Evans, Jared	Sandra Gomez	N	4/16/12	PSD	8/14/12				8	10/16/12	
					Marshall's Distribution Center (05/17/2012 - 10/15/2012) \$8.80							
PH	Maxwell, Eve	Sara Cressol	N	1/20/12	PSD					36	8/20/12	8/21/12
PH	Frampton, Chris	Zaley Squire	N	10/5/11	PSD					4	1/4/12	1/4/12
					McDonald's (10/18/2011 - 12/16/2011) \$7.25							
PH	Ruiz, Landon	Jason Otley	N	1/5/12	PSD					30	8/8/12	8/8/12
PH	Sanchez, Michelle	Jason Otley	N	12/16/11	PSD	5/26/12	8/24/12	11/22/12	2/25/13	33	11/22/12	12/20/12
					Sears (02/27/2012 - Present) \$7.25							
PH	Holzworth, Lindsey	Sandra Gomez	N	11/10/11	PSD	4/8/12	7/7/12	10/5/12		8	7/17/12	10/5/12
					McDonald's (02/15/2012 - 10/17/2012) \$8.00							
					Fresh Grocer (01/04/2012 - 02/06/2012) \$7.25							
PH	Nestonyak, Zadeja	Sara Cressol	N	2/28/12	PSD					16	6/29/12	7/27/12

BRIDGES LIFECYCLE



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.

BRIDGES – RESEARCH

- *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



Mentoring and Disability Employment

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

[RSVP at respectabilityusa.com/events/](https://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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RespectAbility Contact Information

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

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