OKLAHOMA PROJECT SEARCH™
A JOB READINESS PROGRAM FOR YOUNG ADULTS WITH DISABILITIES

Judi Goldston, Statewide Coordinator
University of Oklahoma
National Center for Disability Education and Training

Kim Osmani, Transition Coordinator
Oklahoma Department of Rehabilitation Services

CREATING WAVES OF CHANGE IN THE WORKPLACE FOR INDIVIDUALS WITH DISABILITIES
Introductions

Female intern on phone

Male intern in lab

Creating waves of change in the workplace for individuals with disabilities
Topics

- What is Project SEARCH™?
- Partnerships and Relationships
- Program Model Design Options
- Job Placement

Male intern in OKC in warehouse

Creating Waves of Change in the Workplace for Individuals with Disabilities
What is Project SEARCH™

A partnership that focuses on assisting individuals with disabilities to find and maintain employment. Nationally, the unemployment rate for adults with disabilities is nearly 70% and the majority of these individuals want to work.

It provides a framework for an unpaid internship program for young adults with disabilities at a host employer building upon the success of the national Project SEARCH originated at Cincinnati Children’s Hospital Medical Center.
National Project SEARCH™
Cincinnati Children’s Hospital Medical Center

- Developed out of need in 1996
- Director of Emergency Depart.
- Frustrated with high turnover rate in entry-level jobs
- Follows diversity initiative

“Healthcare organizations must lead their communities in increasing employment opportunities for qualified persons with disabilities and advocate on behalf of their employment to other organizations.”
American College of Healthcare Executives

Erin Riehle
Founder

www.projectsearch.us
“Project Search breaks down stereotypes by increasing the public's expectations about people with significant disabilities. The Project Search program provides young people with significant disabilities the opportunity to contribute to their communities and to society at large by providing the necessary supports to work and receive minimum or prevailing wage. We are proud here at DOL to be the first Federal agency to embrace this program. This summer, we will hire several Project Search graduates at above minimum wage.”

Kathleen Martinez
Assistant Secretary for the Office of Disability Employment Policy (ODEP)
Department of Labor, Washington, DC
Oklahoma Partners

School or CareerTech

Host Business

Dept. of Rehabilitation Services

Community Rehabilitation Provider

OU-NCDET

Creating Waves of Change in the Workplace for Individuals with Disabilities
What does it Look Like?

- 8-10 students, between the ages of 18-22, report to the host business for each school day
- AM team-room instruction on employment related topics/team meetings
- Minimum of 4 hours spent in job site rotation (three 10-week rotations in a year); 4 to 1 ratio of job coaches training interns
- PM team-room instruction/debrief
- Monthly progress meetings
- Independent Employment!!!
How are Individuals Selected?

- Candidates must submit a completed application.
- Candidates must be eligible for vocational rehabilitation services through DRS.
- Candidates must want to and be able to work independently in the community upon completion of the program.
- Applications are reviewed for completion, relevance, eligibility, and experience.
- Candidates are interviewed by a panel of partners.
- Candidates are selected based on DRS eligibility, experience, scores on interview, and fit with the program.
Who provides what?

School Support

- Full-time instructor's salary and fringe
- Transportation (?)
- Uniform expense
- Lunch (?)
- Student liability insurance
- Materials and supplies
- National Site License
- National Site License
- National Site License

Creating Waves of Change in the Workplace for Individuals with Disabilities
Who provides what?

Host Business Support

- Classroom space
- Access to Internet and Phone
- Access to staff and departments
- Natural supports
- Liaison to team
- Internship sites
- Internal marketing

Creating Waves of Change in the Workplace for Individuals with Disabilities
Who provides what?

- DRS Support
  - Funds for job coach(es)
  - Supports and Resources
  - Part of uniform expense
  - Lead DRS counselor
  - Contract with OU-NCDET

Creating Waves of Change in the Workplace for Individuals with Disabilities
Key Concepts of Project SEARCH™

Not the “Easiest” Jobs, But “Complex and Systematic” Jobs

Female intern cleaning incubator in NICU

Female intern sterilizing surgical instruments
Student Eligibility Guidelines

- Desire and ability to work!
- At least 18 years old during the program year or high school graduate (depends on your program and partners)
- Be able to communicate effectively
- Meet eligibility requirements for Vocational Rehabilitation
- Appropriate personal hygiene, social and communication skills
- Ability to take direction
- Willingness to change behavior
- Pass drug screen, background check, immunizations
- Family support toward employment/independence
- Have transportation to/from site or be willing to work toward independent transportation
- Achieve independent, community employment!

Creating Waves of Change in the Workplace for Individuals with Disabilities
Annual Internship Calendar

August

- Begin PS Program
- 1st 10 week rotation
- Up to 1 month Student Orientation

1st 10 week rotation

2nd 10 week rotation

3rd 10 week rotation

June

- Graduate & begin work at host site or in Community

Creating Waves of Change in the Workplace for Individuals with Disabilities
**Sample Program Day**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00-8:45 am</td>
<td><strong>Team Time - Independent Living / Employability Skills</strong></td>
</tr>
<tr>
<td></td>
<td><em>Lessons are based on daily living/employability skills, (i.e., problem solving, team work, decision making, budgeting, check writing, nutrition, resume writing-instruction). Follows an approved Project SEARCH Curriculum.</em></td>
</tr>
<tr>
<td>8:45-9:00 am</td>
<td><strong>Transition from team time to internship site</strong></td>
</tr>
<tr>
<td>9:00 am-2:15 pm</td>
<td><strong>Internship Site (includes 30 minute lunch)</strong></td>
</tr>
<tr>
<td></td>
<td><em>Interns participate in non-paid job internship sites throughout the host business to learn job specific and employability skills. They rotate through three different internships throughout the year spending approximately 10 weeks in each rotation.</em></td>
</tr>
<tr>
<td>Time Varies</td>
<td><strong>Lunch</strong></td>
</tr>
<tr>
<td></td>
<td><em>Interns are allowed 30 minutes for lunch and follow the lunch schedule of the department in which they are interning. Interns may brown bag or purchase a lunch at the business. Interns are encouraged to eat with their co-workers and peers at the internship rotation.</em></td>
</tr>
<tr>
<td>2:15-2:30 pm</td>
<td><strong>Transition from internship site to debrief</strong></td>
</tr>
<tr>
<td>2:30-3:00 pm</td>
<td><strong>Debriefing - Reflection/Planning/Evaluation</strong></td>
</tr>
</tbody>
</table>
Partnerships

Everyone contributes – Everyone benefits

Parent/Guardian Roles/Responsibilities

Intern Roles/Responsibilities

- Networking in the community; making connections
- Full participation from application, selection and job development
- Advocating for desired employment path
  - Win-win for everyone
- Buy-in and fostering internal relationships

Creating Waves of Change in the Workplace for Individuals with Disabilities
High School Transition

Senior English and Elective Credits

- St. John Medical Center and Jenks Public Schools, Tulsa
  - Completed 4 years; changing to post-secondary students
  - Job Coaches hired by school

- Valley View Regional Hospital and Byng Public Schools, Ada
  - In 5th year of implementation (began as young adult)
  - Partnership of 6 school districts and Tech Center

- INTEGRIS Bass Baptist Health Center and Enid Public Schools, Enid
  - In 3rd year of implementation
  - Allow student transfers
St. John Medical Center, Tulsa

Male intern in Tulsa stocking

Female intern in Tulsa cooking on flat grill

Female hired two years ago in Tulsa, walking down hall pushing IV cart

Creating waves of change in the workplace for individuals with disabilities
Valley View Regional Hospital, Ada

Male intern in Ada stocking and sterilizing

Female intern in Ada working with a patient in PT

Male intern in Ada on phone taking supply orders

Creating Waves of Change in the Workplace for Individuals with Disabilities
INTEGRIS, Enid

Female intern in Enid sitting at a desk making packets

Female intern in Enid taking a patient’s vital signs

Male intern in Enid stocking cart

Female intern in Enid sitting at a desk making packets

CREATING WAVES OF CHANGE IN THE WORKPLACE FOR INDIVIDUALS WITH DISABILITIES
Young Adult Programs in OKC
High School Graduate and CareerTech

- Chesapeake Energy Corporation and Metro Technology Centers
  - In 3rd year of implementation
  - Job Coaches hired by CareerTech
  - Only corporate partner outside the health field in Oklahoma

- Mercy Health System and Francis Tuttle Technology Center Center
  - In 3rd year of implementation
  - Increased Career Tech enrollment
  - Job Coaches hired by CareerTech and do placement
Chesapeake, OKC

Female intern in OKC at desk entering data with two monitors

Female intern in OKC sterilizing fitness machines

Male intern hired in OKC last year cooking fries in deep fryer

Creating Waves of Change in the Workplace for Individuals With Disabilities
Mercy, OKC

Male intern in OKC deliver supplies on a cart

Female intern in OKC sterilizing infant

Male intern in OKC working in lab

Creating waves of change in the workplace for individuals with disabilities
OPENING JANUARY, 2013

Logos of INTEGRIS Health, Canadian Valley Technology Center, and Francis Tuttle Technology Center
## Job Placements/Employers

<table>
<thead>
<tr>
<th>Employer/Business</th>
<th>Position Obtained</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTEGRIS Bass Baptist Health Center</td>
<td>Nutrition Service Worker</td>
</tr>
<tr>
<td></td>
<td>Environmental Services</td>
</tr>
<tr>
<td></td>
<td>Housekeeping</td>
</tr>
<tr>
<td>OU Health Science Center</td>
<td>Research Assistant</td>
</tr>
<tr>
<td>St. John Medical Center</td>
<td>Certified Nurses Aide, Medical Assistant, EKG Technician,</td>
</tr>
<tr>
<td></td>
<td>Transporter, Dietary,</td>
</tr>
<tr>
<td></td>
<td>Environmental Specialist</td>
</tr>
<tr>
<td>NOWSU Enid Campus</td>
<td>Housekeeping/Maintenance</td>
</tr>
<tr>
<td>Wal-Mart</td>
<td>Stocker, Cashier, Zoner</td>
</tr>
</tbody>
</table>
# Job Placements/Employers

<table>
<thead>
<tr>
<th>Employer/Business</th>
<th>Position Obtained</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chesapeake Energy</td>
<td>Records Technician, Restaurant Support, Grounds, Imaging</td>
</tr>
<tr>
<td>Farmer’s State Bank</td>
<td>Office Assistant</td>
</tr>
<tr>
<td>Solo Cup Company</td>
<td>Packaging</td>
</tr>
<tr>
<td>Valley View Regional Hospital</td>
<td>CNA, Housekeeper</td>
</tr>
<tr>
<td>Mercy Health Center</td>
<td>CAN, Cafeteria Worker</td>
</tr>
<tr>
<td>First United Methodist Church</td>
<td>Maintenance</td>
</tr>
<tr>
<td>Ballard's Nursing Home</td>
<td>CNA</td>
</tr>
<tr>
<td>Chartwells</td>
<td>Dishwasher, Cashier</td>
</tr>
</tbody>
</table>

Creating waves of change in the workplace for individuals with disabilities
### Success Rate in Oklahoma

<table>
<thead>
<tr>
<th>As of 8/27/12</th>
<th># years</th>
<th># completed</th>
<th># employed</th>
<th>% Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>FTTC</td>
<td>2 years</td>
<td>13</td>
<td>8</td>
<td>62%</td>
</tr>
<tr>
<td>Tulsa</td>
<td>4 years</td>
<td>34</td>
<td>20</td>
<td>59%</td>
</tr>
<tr>
<td>Ada</td>
<td>4 years</td>
<td>19</td>
<td>14</td>
<td>74%</td>
</tr>
<tr>
<td>Enid</td>
<td>2 years</td>
<td>14</td>
<td>14</td>
<td>100%</td>
</tr>
<tr>
<td>Metro Tech</td>
<td>2 years</td>
<td>15</td>
<td>10</td>
<td>67%</td>
</tr>
</tbody>
</table>

% employed calculated only on those who completed the program.

72% Statewide

Creating waves of change in the workplace for individuals with disabilities.
Unexpected Benefits

- Obtained driver’s license
- Moved out on own
- Obtained CNA certification
- Purchased vehicles
- Friendships and social networks
- Improved self-esteem, maturity
- Changed business culture
- Parental hopes met, partner expectations exceeded
- Increased income, now eligible for benefits through employer, working toward eliminating SSA benefits

Male intern hired in OKC standing in front of storage boxes

Creating Waves of Change in the Workplace for Individuals with Disabilities
RECOGNITION

Partner of the Year Award
Disabilities Awareness Day @ State Capitol
April 5, 2011
RECOGNITION

Mercy Health Center & Francis Tuttle Technology
2011 Journal of Record Innovator of the Year

Contact Information

Judi Goldston
(405) 325-0448
jgoldston@ou.edu

Kim Osmani
(405) 635-2768
kosmani@okdrs.gov