



Project | SEARCH



Project SEARCH

Why is training and hiring people with disabilities important to our hospital ?

- People with chronic illnesses and disabilities are a major source of revenue – we want to be their provider of choice.
- As a business that exists to serve the public, we should reflect the public.
- People with disabilities working in our environment enhances our image and we receive positive feedback for our visible commitment (Gallup Poll).
- Our employees with disabilities serve as role models for our patients and families and give them a sense of hope, which is reflected in our satisfaction surveys.
- Our recruitment of talent is positively impacted.

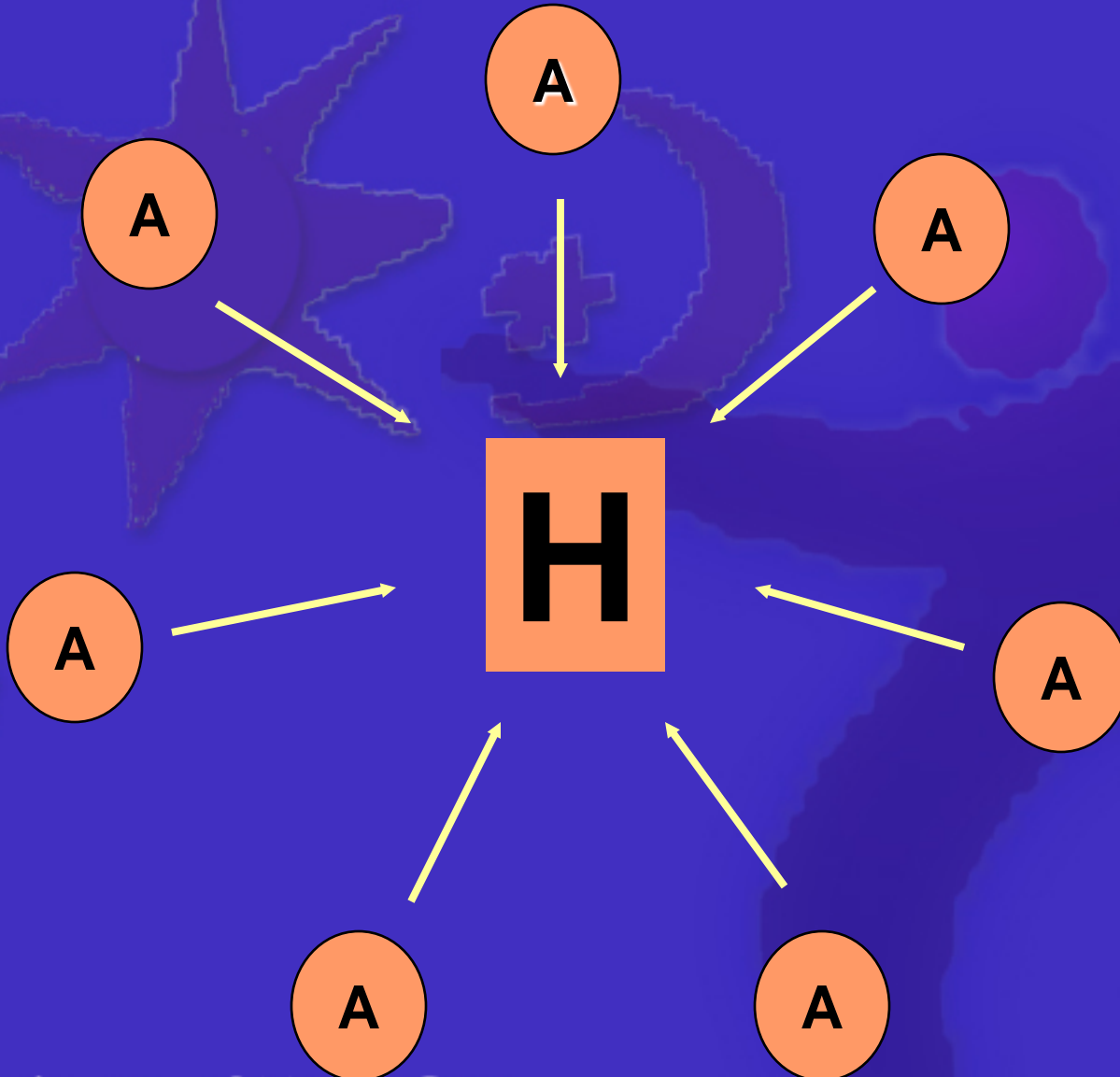
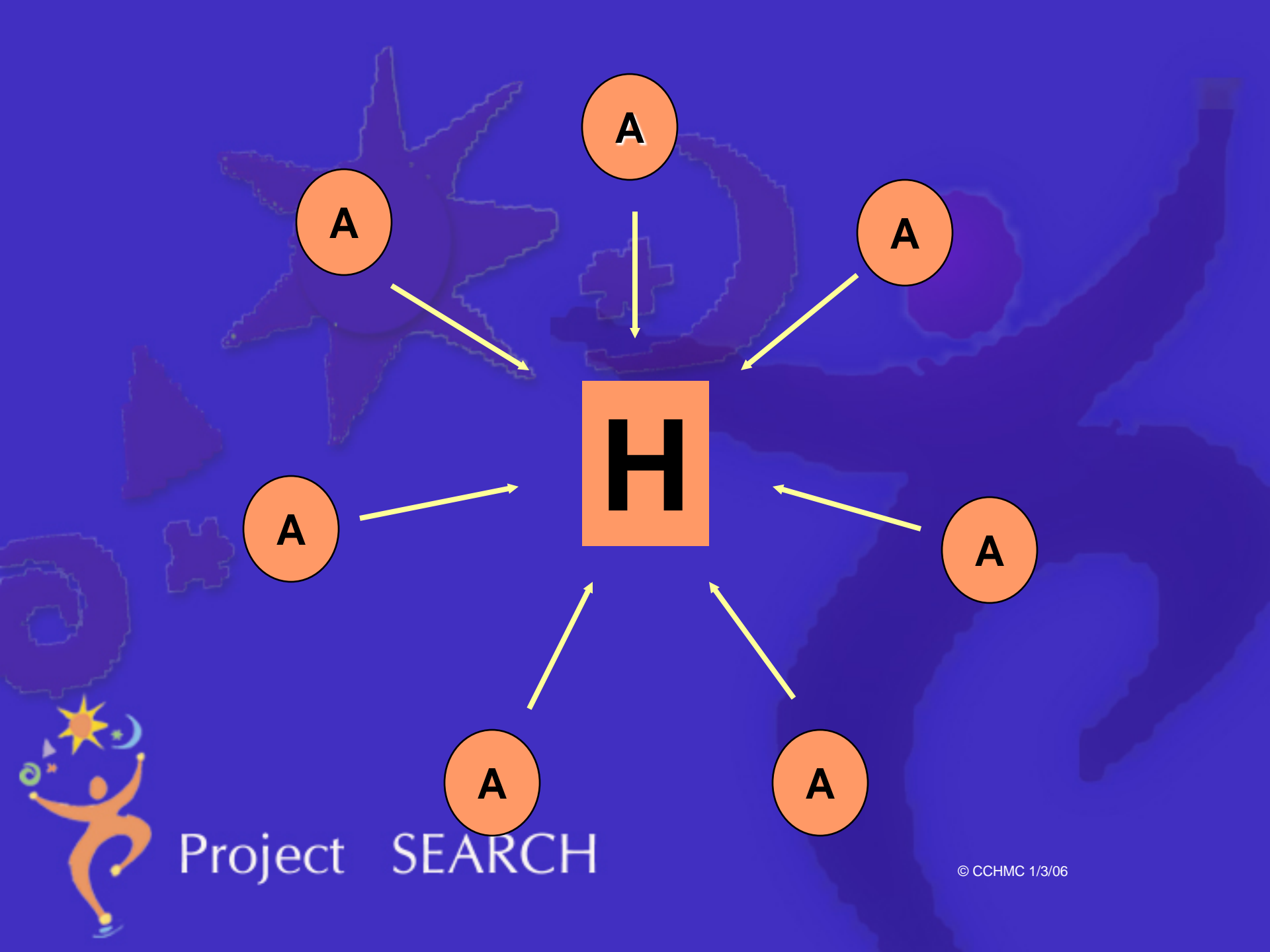


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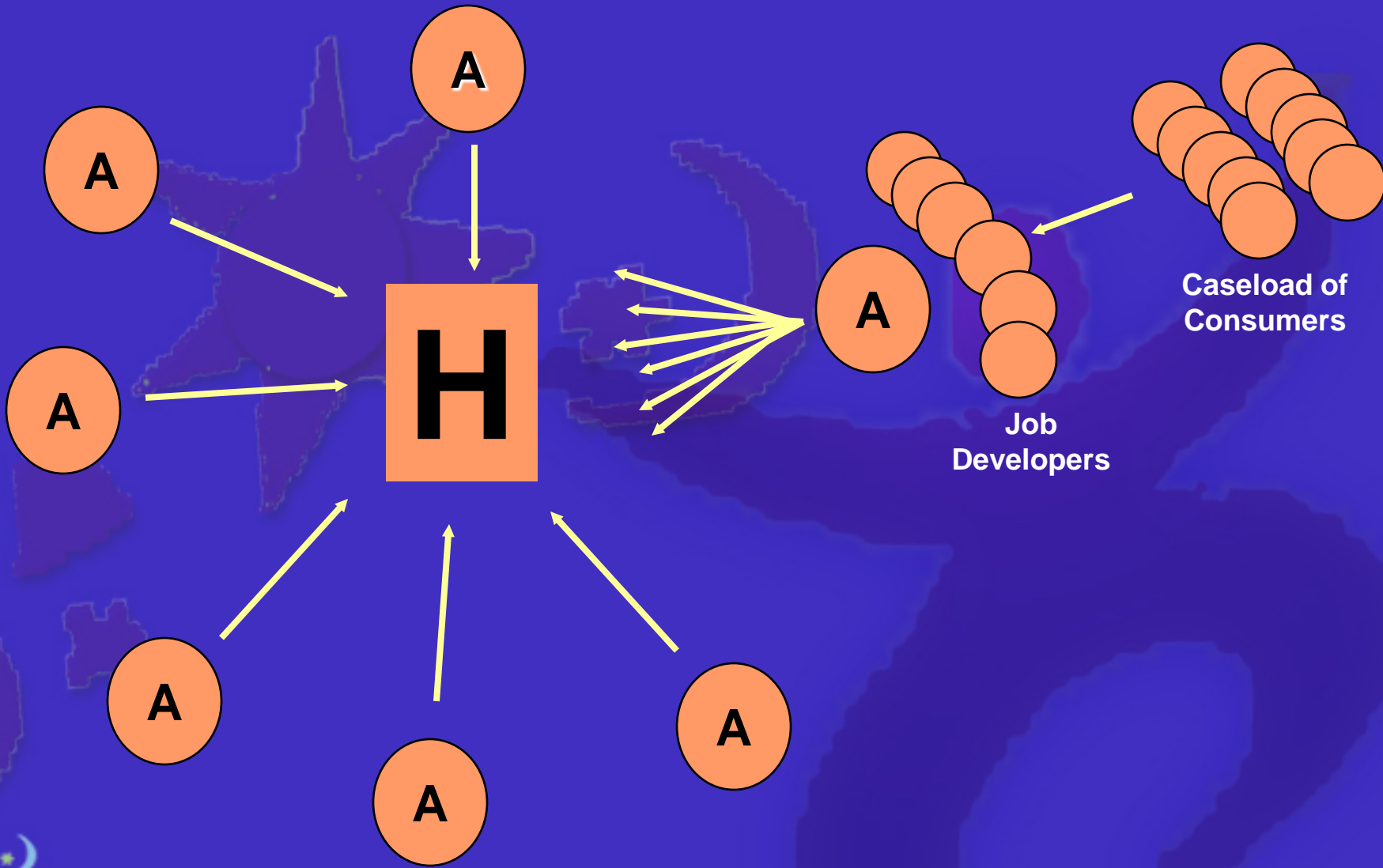
- Universal design helps all employees.
- LEAN is a natural fit.
- The hospital has experienced increased local, regional and national recognition.
- Performance and retention in some high-turnover, entry-level positions has increased dramatically.



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Business

**Adult
Service
Provider**

Family

School

**Vocational
Rehabilitation**

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Programs in:

- Healthcare
- Federal Government
- State and Local Government
- Banking and Insurance
- Retail
- Distribution Centers
- Universities
- Manufacturing
- Oil Companies

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Project SEARCH Model Fidelity

- Collaboration between agencies.
- Single point of entry
- Braided funding.
- Business led.
- Onsite support staff.
- Nontraditional jobs.
- Existing jobs.
- No enclaves or workshops.



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- Prevailing wage.
- People with significant disabilities.
- Education door vs. Volunteer door
- Only one measure of success for Project SEARCH: Competitive employment. Defined as 20+ hours per week, prevailing wage or higher, non-seasonal, integrated and secured within 3 months of graduation.



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Nontraditional Jobs

Not the “Easiest Jobs”

But

“Complex and Systematic”



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Program Description

- One school year program
- 12 students with developmental disabilities
- Certified instructor/job coaches on site
- Last year of high school eligibility
- Rotations through internships with continual feedback
- Outcome of employment

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Eligibility Guidelines

- 18 – 21 years old
- Appropriate hygiene, social and communication skills
- Ability to take direction and change behavior
- Access public transportation
- Pass drug screen, background check, immunizations
- Desire to Work!



Project SEARCH

Annual School Schedule

AUG

JUNE

Begin PS Program

1st Internship

2nd Internship

3rd Internship

Graduate & Begin Work at Site or in Community

Workshop Week

Workshop Week

2-week Orientation

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School Day

- 8:00 Employability Skills
- 9:00 Worksites
- 11:30 Lunch
- 12:15 Worksites
- 2:00 Review, Plan Journaling
- 2:30 Depart



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Internships

- Marketable Skills
- Existing Jobs
- 4 – 5 hours of day
- Work/ Social Skills
- 10- 12 weeks
- Flexible
- Feedback & Assessment



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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



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Benefits for Students

- Post-secondary training and internship experience
- Opportunity to work in high-status organization
- Develop strength areas
- Work toward independence in many areas such as transportation, daily living skills, etc.



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**High
School
Transition
Program**

**Adult
Participants**

Funding the High School Transition Program

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HST

School

Teacher

Base Student Aid

Other Federal & State Aid

Count week

Collaborative options

Curriculum

Supplies

Technology

Related Services



Project SEARCH



HST

School

Business

Classroom Space

Liaison

10% devoted time

Marketing

Facilitate internships

Facilitate relationships

Facilitate orientation

Coordinate special functions

Interpret the culture

Meaningful Internships

Willingness to hire

Project SEARCH





HST

**School
Business**

**Vocational
Rehabilitation**

Counselor

Resource for training and accommodations

Participate on Project SEARCH team

Provide VR services to students

Determine eligibility

Individual Plan for Employment

Services outside normal school day

Assist with student intern selection, program evaluation, and work towards continuous improvement.



Project SEARCH

HST

School

Business

Vocational
Rehabilitation

Provider

Job Coaches

Consistent staff

Can be part time

Take direction from the teacher

Accommodations/Adaptations

Job Development

Assist with external job
development

Project SEARCH



Kansas Project SEARCH

- 7 communities selected as pilot sites – funding available for expansion.
- Successful sites included a commitment from the local school district, vocational rehabilitation office and adult community service provider.
- Pilot sites received \$7500 in start-up funds and technical assistance from the national Project SEARCH team.

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Technical Assistance

- Two-day orientation and training, MOU development and action planning with PS consultant.
- First year team members toured Project SEARCH programs at Cincinnati Children's Hospital and Fifth Third Bank.
- Erin Riehle, hands-on assistance to teams with their "business pitch."

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- Team members attended the International Project SEARCH conference in 2010 and 2011.
- A 3-day Systematic Instruction/LEAN training brought to Kansas and attended by 60 staff.
- Quarterly face-to-face training.
- Monthly statewide conference calls.



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- Access to PS curriculum and materials from programs nationally and abroad.



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First Year Successes

- Six business partners secured in the five communities
 - Salina Regional Health Center
 - Newton Medical Center
 - Lawrence Memorial Hospital
 - Kansas State University
 - University of Kansas
 - Wichita School Service Center



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Salina Regional Health Center



Salina Regional Health Center



Project SEARCH



Kansas State University Union



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Wichita School Service Center



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Newton Medical Center



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Lawrence Memorial Hospital & University of Kansas



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Lawrence Public Schools Partners

- LPS Director of Student Services
- LPS Assistant Director of Student Services
- Lawrence Memorial Hospital Human Resources Director (business liaison)
- University of Kansas Human Resources Director
- University of Kansas Employment Manager (business liaison)
- JobLink Director
- JobLink Employment Coordinator
- JobLink Employment Consultant
- Transition Facilitator
- Project Search Coordinators
- Project SEARCH Job Coaches
- Kansas Council on Development Disabilities Grant Manager
- Vocational Rehabilitation Services Supervisor
- Vocational Rehabilitation Services Counselor

The University of
Kansas

LAWRENCE
MEMORIAL
HOSPITAL



Project SEARCH



Lawrence Public Schools

2011-2012 Project SEARCH Class



Project SEARCH

Alexis

Employment interests: full time,
clerical

Internships:

- Health Information Management
- Oncology/Human Resources
- KS Institute on
Positive Behavioral Supports

Employment Outcomes:

- full time at host site
- KS Institute on
Positive Behavioral Supports



Project SEARCH

Kelsey

Employment interests: unsure

Internships:

- Endowment
- Skilled Nursing/Therapy Services
- Volunteer Services

Employment Outcomes:

- full time at host site
- Environmental Services & Housekeeping



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Chris

Employment interests: café,
run cash register, on KU campus

Internships:

- Materials Management
- Food & Nutrition - stocking
- Food & Nutrition – cash register

Employment Outcomes:

- full time at host site
- The Market (KU Student Union)



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Walker



Employment interests: working with the elderly at a nursing home

Internships:

- Therapy Services
- Materials Management
- Food & Nutrition

Employment Outcomes:

- full time
- Pioneer Ridge Nursing Home - kitchen



Project SEARCH

Alex

Employment interests: working with people, part time

Internships:

- Watson Library – customer service
- Watson Library – event coordination

Employment Outcomes:

- In a job trial with TJ Max for part time employment in the customer service dept



Project SEARCH

Employment interests: full time,
work with animals

Internships:

- Animal Care
 - Monarch Watch
- ...obtained employment

Employment Outcomes:

- full time at host site
- Animal Care Unit at KU

Cody



Project SEARCH



Employment interests: part time,
work with animals

Internships:

- Animal Care
- Geology Department
(2 rotations)

Employment Outcomes:

- Seeking employment

Heather

Project SEARCH



Dempsey

Employment interests:
maintenance, moving crew,
physical work

Internships:

- Recycling
- Facilities & Operations
(2 rotations)

Employment Outcomes:

- full time
- DK's Statuary



Project SEARCH

Employment interests: full time,
cook at Applebee's

Internships:

- Oliver Hall dining room
- KU Dining Services
- Applebee's

Employment Outcomes:

- full time
- Cook at Applebee's



Jeremiah



Project SEARCH

Larissa

Employment interests: unknown

Internships:

- Project Success – clerical
- Council on Development & Disabilities – clerical
- Monarch Watch

Employment Outcomes:

- Part time at host site
- KU North College Cafeteria



Project SEARCH

Marcel



Employment interests: rap artist

Internships:

- Murphy Hall – school of Music
- Computer Center
(2 rotations)

Employment Outcomes:

- Part time at host site
- KU North College Cafeteria



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Tony

Employment interests: full time,
unknown

Internships:

- JRP – house keeping
- Human Resources
-obtained employment

Employment Outcomes:

- Full time
- The Mercantile



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First Year Successes (Continued)

- 50 students from 12+ school districts participating in internships
- Approximately 30 student interns received offers of employment within 3 months of graduation (60%.)
- Hourly wage range is from \$7.50-\$11.00. Hours per week range from 20 hours-40 hours.
- Teams still working to reach 100%.

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- Four Kansas teams received special recognition for outcomes at the 2012 Project SEARCH conference (60% outcomes for interns – Salina, Lawrence, Manhattan and 100% outcome – Newton.)
- Countless new connections with the business community.



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2012 Updates:

- Three additional teams have been selected to receive technical assistance and begin with student interns in the fall of 2013 (Butler County Special Education Cooperative, Washburn Rural/Seaman/Shawnee Heights Coalition, and Sedgwick County Government)



Project SEARCH

- Funding set aside to add additional teams for at least two more years.
- Applications are being accepted at the KCDD office year round.
- Contact Shelly May at 785-296-3272 or smaygm@kcdd.org for more information.



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