

Project SEARCH A Transition and Recruitment Best Practice

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The four photographs show healthcare professionals in different roles and settings: a man working on a piece of equipment, a woman in scrubs, a man in blue scrubs at a workstation, and a man in blue scrubs working with trays in a clinical area.






Logos for SCE LIFEWORKS (with tagline 'working together'), Project SEARCH (with a person icon), and Holland Bloorview Kids Rehabilitation Hospital.

Conundrums

For High School Students with Developmental Disabilities

- The transition to adult life (with employment expectations) can be jarring
- Might have a stilted idea of work life
 - Nature of some work experiences
 - Nature of feedback from business supervisor
 - What school can sometimes inadvertently teach us about what is “good enough”
 - School “soft skills” are different from work “soft skills”, e.g.
 - Small talk
 - When can I interrupt my supervisors



Conundrums

For Large Businesses/Organizations

- May have a desire and/or mandate to have a more diverse workforce, however...
- May struggle to determine where there are good fits
 - May have limited points of reference re: what kinds of jobs that people with developmental disabilities can do
 - Supported Employment organizations/staff may struggle to determine who might be a good fit because they don't understand
 - what a larger business needs are
 - What the internal processes are
 - What the jobs/tasks are





Erin Riehle



Slide 7



Project SEARCH around the world!

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Kids Rehabilitation Hospital

Cincinnati Example: Heidi/Isolettes



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Cincinnati Example: Heidi/Isolettes



A series of horizontal lines for note-taking.

Cincinnati Example: Nick/Oxymetry Probes



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Cincinnati Example: Nick/Oxymetry Probes



The photograph shows a light-colored wooden stand with a circular top and a central pole. The top of the stand is a circular disc with several small, dark-colored probes or sensors attached to its surface. The stand is positioned in front of some cardboard boxes.





Cincinnati Example: Jill/Clinical Sterilization

- Begin with several high volume, simple trays versus mastering all of the trays in the department
- Learn more complex trays over time
- Attention to detail
- Requires homework




Students at work...

- 10-12 Students in their last year of high school
- Start and end day at classroom located within business site host
- Work related curriculum
- 4-5 hours per day within site host
- Certified teacher and skills trainers






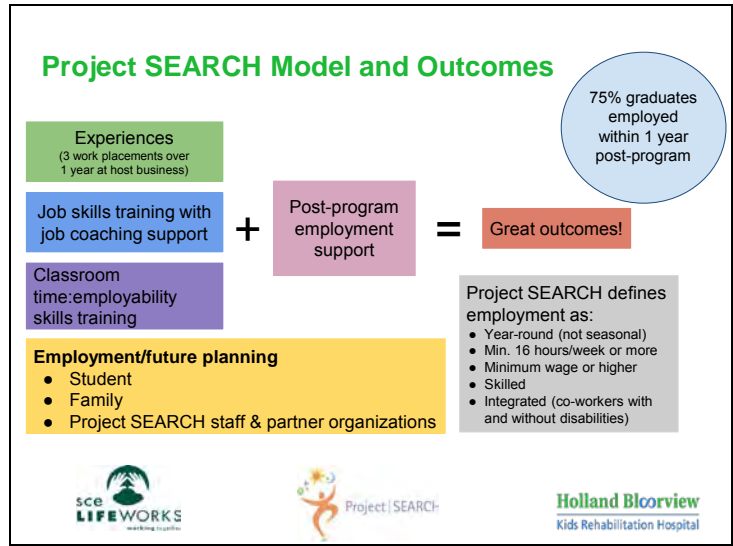
A Typical Day

Schedule of a typical day	
8:30	Classroom: Employability Skills
9:30	Internship
12:00	Lunch
12:30	Internship
2:30	Classroom: Review the day
3:00	Depart



The image shows three individuals—two men and one woman—seated around a table in what appears to be a meeting or workshop setting. They are surrounded by documents, a blue water bottle, and some orange sticky notes. The woman on the left has her hands clasped, while the men are looking towards the center of the table.





Housekeeping/Maintenance



- Working alone or in team
- Using tools & equipment
- Working safely
- Working quickly
- Getting dirty
- Walking, bending, lifting

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Kids Rehabilitation Hospital

Administrative/Reception/Mail Services



- Customer service
- Answering phones; appointment reminder calls
- Using a computer
- Filing, sorting, organizing
- Walking or seated work



Health Care Support Roles



- Working in patient, lab, or processing areas
- Working safely
- Customer service
- Walking, bending, lifting
- Following dress code & hygiene

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From internship to employment...

- **1st Rotation:** Switchboard Operator, directing people's calls.

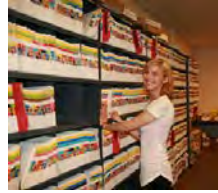
Phone skills and customer service.

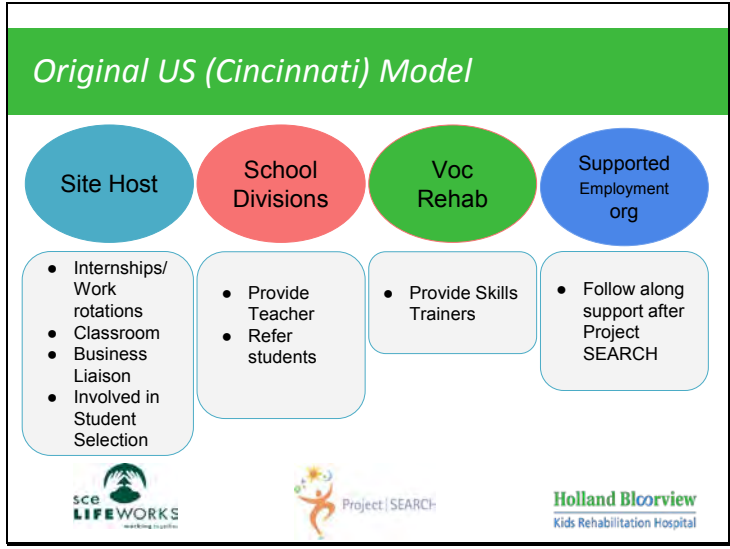
- **2nd Rotation:** File Clerk, Summary Convictions.

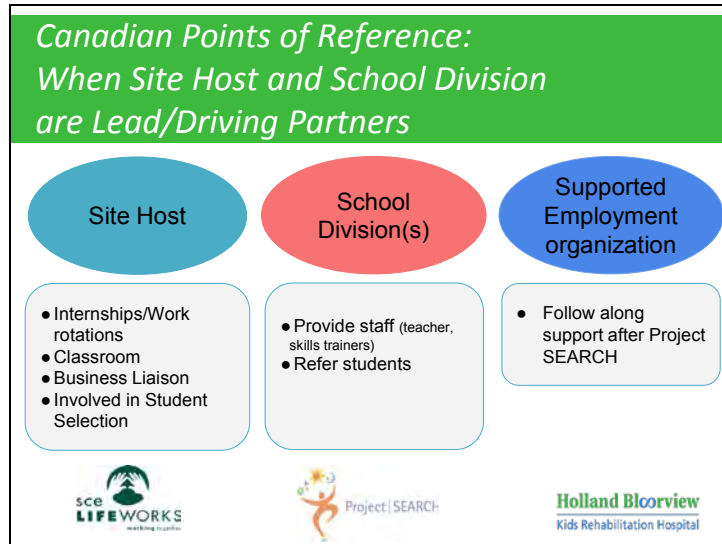
Pace and productivity on high volume, numerical filing.

- **3rd Rotation:** File Clerk & Front Reception.

Focus on serving customers, answering the phones, payment transactions at Abuse Registry Desk.







How did it happen in Toronto?

The slide features a collection of logos for various organizations. At the top, a green header contains the text "How did it happen in Toronto?". Below this, the logos are arranged in several rows. The first row includes "Holland Bloorview Kids Rehabilitation Hospital" and "UHN" with a list of its constituent hospitals: Toronto General, Toronto Western, Princess Margaret, Toronto Rehab, and Michener Institute. The second row shows "COMMUNITY LIVING Toronto" and "United Way Greater Toronto". The third row contains "ODEN" and the "Toronto District School Board" logo. The fourth row includes "scc LIFEWORKS", "Project SEARCH", and "Holland Bloorview Kids Rehabilitation Hospital".

1st Project SEARCH Toronto class!



#DearEverybody
Every letter that is read adds a little more light to our world.



How did it happen in Manitoba?

SCE LifeWorks (supported employment service provider) initiated dialogue:

- Met with **potential site hosts**
- Met with **school division** representatives (there are eight divisions in Winnipeg)



The slide contains several logos. Under 'potential site hosts': Manitoba Hydro, Manitoba (with bison), Health Sciences Centre Winnipeg, SCE LifeWorks, and Project | SEARCH. Under 'school division representatives': Rivière-Seine River, Winnipeg School Division, River East Transcona, Pembina Trails, and Seven Oaks. There is also a logo for 'FACULTÉ LAZARUS-FRANÇOIS MANTOURANE'.

How did it happen in Manitoba?

Core Elements of Project SEARCH

- Site host
 - classroom
 - internships
 - Business Liaison
- Students/Interns
- Teacher & Skills Trainers
- Follow along employment support after Project SEARCH



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Questions

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Project SEARCH HQ ("start a site" page and email link):
<https://www.projectsearch.us/start-a-project-search/>

Thank You!