



Project SEARCH Maricopa

Employment Training Program
for Young People with Disabilities

Arizona Developmental Disabilities Planning Council
Sonoran University Center for Excellence in Developmental Disabilities (Grantee)

Project SEARCH



- **purpose:**
 - acquisition of marketable, competitive work skills
 - career exploration
- occurs entirely within host business
- braided funding
- collaboration between business & community partners
- **focus:** competitive employment outcome

Project SEARCH Model — CCHMC



- 1997 — Cincinnati Children's Hospital Medical Center in collaboration with Great Oaks Institute of Technology and Career Development
- Erin Riehle & Susie Rutkowski, co-founders

Program Data

- 206 sites
- 30 in process
- 39 states
- England, Scotland, Australia, Canada



Project SEARCH — Model Fidelity

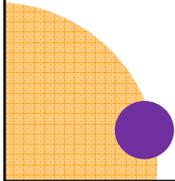


- business led
- collaboration between agencies
- single point-of-entry
- onsite support staff
- emphasis on nontraditional jobs
- existing jobs
- existing jobs
- **no** enclaves or workshops
- trains young people with significant disabilities
- interns – **not** volunteers

Program Structure



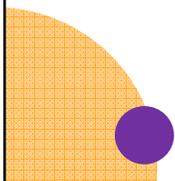
- 6 - 12 interns
- instructor or highly qualified job coach provides classroom instruction
- additional job coaches
- 3 - 4 internship rotations with continual feedback
- job development
- **goal** — employment outcome



Intern Eligibility Criteria (YA model)



- young adult (18-30 years)
- appropriate hygiene, social and communication skills
- ability to take direction
- one-on-one supervision not required
- access public transportation
- meet business clearance requirements
- **desire to work**



Daily Schedule

- classroom instruction (1 hr)
- rotation site (2.5 hrs)
- lunch
- rotation site (2.5 hrs)
- review, plan, journal

Internships

- marketable skills
- 4-5 hours/day
- work & social skills
- integrated
- tasks – complex, systematic
- primary purpose – to benefit student (not business)



Pima Initiative

- collaborative partners
 - business: UA Medical Center South Campus
 - coordination: Sonoran UCEDD
 - education: Pima Joint Technological Education District
 - CRP: SAGE Employment & Community Services, ESBF
 - state DD: Division of Developmental Disabilities
 - state VR: Rehabilitation Resources Administration/VR
 - other: TUSD's Community Transition Program
Linkages AZ



UAMC South Campus

- 2009: pilot | 6 young adults / 5 departments
 - 6 young adults
 - 5 departments

- 2010/2011 & 2011/2012: two programs
 - young adult (YA) – 5 to 6 interns
 - high school transition (HST) — 11 to 12 interns
 - 16 departments

- 2012/2013: 2 two new sites

● UAMC South Campus	HST— 13 interns
● UAMC University Campus	YA— 10 interns
● University of Arizona	HST—6 interns







Replication — Maricopa

- collaborative partners

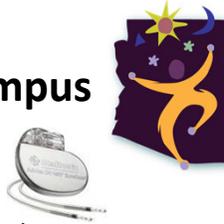
● DD Planning Council	● Deer Valley Unified School District
● RSA	● Tempe Union High School District
● DDD	● Tolleson Union High School District
● Sonoran UCEDD	● West-MEC
● Linkages	● ADE, ESS

 - The Centers for Habilitation
 - The Foundation for Blind Children
 - The Arc of Arizona
 - Raising Special Kids
 - Southwest Autism Research & Resource Center
 - + additional partners



Initial Site: **Medtronic Tempe Campus**

- Implantable Microelectronic Medical Devices (Manufacturing, R&D)
- 850+ employees, 400K sq. feet (Medtronic Way)



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- YA Program
 - pilot year: 6 interns | roll-out **Sep 2012**
 - rotations
 - Manufacturing
 - Packaging
 - Administration
 - Device Test Lab
 - IT Support



- Corporate HQ
Minneapolis/ St. Paul
- 2010/2011 HST Program

Site Development

- program type determined – YA (initial site)
- CRP selected, staff hired – The Centers for Habilitation
- host business secured – Medtronic
- systematic instruction training – Project SEARCH consultant
- site audit – UAMC South Campus
- national conference – 2011 and 2012 (end of July)
- classroom space/equipment allocated
- rotations developed
- outreach & recruitment – prospective interns



Next Steps



- job & task analysis
 - curriculum adaptation
 - disability awareness training – Medtronic staff
 - complete intern recruitment & selection
 - pre-program requirements & intern orientation
 - engage industry partners (program expansion)
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- continue discussions – potential business partners and stakeholders
 - partner with similar statewide initiatives

For More Information



- websites
 - <http://www.projectsearch.us/>
 - <http://projectsearch.sonoranucedd.fcm.arizona.edu>
- contact
 - Laura Schweers
 - 520.626.0677
 - schweers@u.arizona.edu

Intern Portfolio



Cary Hilliard

As a Project SEARCH intern at Medtronic, I have gained quality work skills in a manufacturing setting located in Brooklyn Park— *Perfusion Systems*. I have also gained valuable skills in the area of Document Solutions/Imaging Services. In my work, I am goal-orientated and have a strong work ethic. I am very focused and give strong attention to details. I love learning new skills and will stay on task until the job is completed. I am very adaptable and I enjoy being part of a team.

Skills & Experience

- Assemble and Test Clean Room Products
- Experienced Materials Handler
- Prepare, Stock and Transfer Products
- Entry Level Computer Skills
- High Speed Scanning Including, Importing, Indexing and Verifying
- Data Entry and Filing Experience

