




Project | SEARCH
WINNIPEG

The Concept; Getting Buy in;
What it looks like so far




What you will hear about today


- Project SEARCH: the model
- Getting buy in and ramping up: our experience
- Our experience through three years of execution



Transition from School to Adult Life

Conundrums for:


- **Students**
 - The transition can be jarring
 - Might have stilted idea of work life
- **Schools/Divisions**
 - Sometimes struggle to provide meaningful engagement to 21 yrs
 - Are not always well geared to support work experiences
- **Us as a Supported Employment Organization**
 - Don't always get nuanced information to support success



For Large Businesses/Organizations...

Conundrums:

- Struggle to find purposeful way forward re: hiring people with developmental disabilities in a way that makes sense to them
- We as supported employment organizations struggle to find a way to engage cleanly and effectively





Erin Riehle











What is Project SEARCH?

- It is a diversity strategy developed originally by an Employer.
- It is a best practice with regard to transition from school to work/adult life
- It is a more logical bridging step from the perspective of a high school student (soon to be job seeker)




What is Project SEARCH?

- Students' last school year is spent fully immersed in a business
- A combination of on-site classroom participation and job experience
 - Training in real work settings
- Students who have an intellectual or developmental disability gain valuable work skills and experience.
- Feedback from teacher, job coaches and business staff
- Ongoing support to ensure success (teacher and job coaches)




Project SEARCH Origins


- Developed at Cincinnati Children's Hospital Medical Center in 1995
- Complex, systematic tasks and instruction
- Replicated in over 40 States, as well as UK, Australia
- This is the first and only Project SEARCH endeavour in Canada so far
- Non-threatening situation for business
- Diversity strategy for Site Hosts



Students at work...




- 12 Students in their last year of high school
- Start and end day at classroom located within business site host
 - Work related curriculum
- Spend 4-5 hours per day in work experience (internships) within site host.
- Students typically rotate through 3 work experiences throughout school year.
- Certified teacher and job coaches




A Typical Day

- 9:00 Classroom: Employability Skills
- 10:00 Worksites
- 12:00 Lunch
- 12:30 Worksites
- 3:00 Classroom: Review Day
- 3:30 Depart




Worksite Rotations

- Approximately 3 twelve week rotations
- Cornerstone: career exploration in a real work environment. Experiences could
 - build on skills
 - or provide varied experiences
- Job analysis of worksites
- Students matched to sites/work experiences
- Orientation to site host & worksite
- Deliberate & planned fading out with ongoing support




Buy in & Ramp up Timeline

February 2008: First heard about Project SEARCH
July 2008: Attended Project SEARCH Conference in Seattle
October 2008: Decision point
- Engage, or not engage?




Buy in & Ramp up Timeline

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November 2008: Initiate Engagement with potential partners
Paula Johnson (Washington State) played critical role in engaging:
- Potential Site hosts
- Manitoba Hydro
- Government of Manitoba/Civil Service Commission
- School Divisions
- Current (adult) funders



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November 2008: Paula Johnson supported engagement of potential partners
2008/2009: Ad hoc school division representative committee struck to
- Determine how school divisions could partner
- Determine who would supply Teacher
- Determine who would take administrative lead re: Teacher/Job Coaches
- Three School Divisions engaged at this point



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April 2009: Cincinnati Tour with potential partners

- MB Hydro Representative
- Two School Divisions
- Two Funder Representatives
- Supported Employment Org reps



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February 2010: Erin Riehle engagement with potential partners

- Civil Service Commission
- Manitoba Hydro
- Manitoba Lotteries
- Winnipeg Reg Health Authority
- Broader stakeholder meeting




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Mar-April 2010: Look at September 2010 launch

- School Divisions require "go-no go"
- Manitoba Government needs more time
- Hit the "pause" button




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June 2010: initiate MOA discussion




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April 2010: School Divisions require "go-no go"; hit the pause button
June 2010: initiate MOA discussion
 Completed August 2011




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February 2010: Erin Riehle engagement with potential partners
April 2010: School Divisions require "go-no go"; hit the pause button
June 2010: initiate MOA discussion
Nov 2010: Start engaging students/families in three divisions
Dec 2010: Fourth School Divisions engages
Feb 2011: Students interviewed
March 2011: Cast net out for more students
April 2011: Fifth School Division engages



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- Nov 2010-Apr 2011:** Student Engagement and Recruitment
- April/May 2011:** Hire Coordinator & Teacher





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- Nov 2010-Apr 2011:** Student Engagement and Recruitment
- April/May 2011:** Hire Coordinator & Teacher
- August 2011:** MOA Agreed upon with all parties
- September 2011:** We Start!



Project SEARCH Winnipeg Partners



Manitoba Hydro

Manitoba

scc LIFEWORKS
working together

Project SEARCH Winnipeg Partners



PEMBINA TRAILS SCHOOL DIVISION
A Community of Learners Committed to Excellence

ST. JAMES ASSINIBOIA SCHOOL DIVISION

Rivière Seine River

THE WINNIPEG FOUNDATION

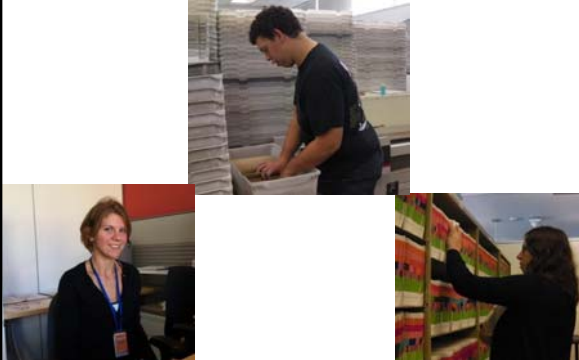
SEVEN OAKS SCHOOL DIVISION
community. August 1890.

Manitoba Hydro

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working together

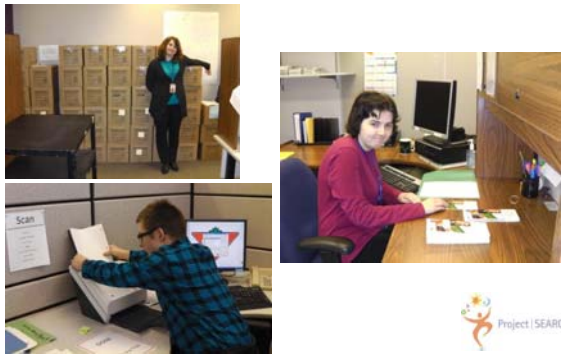
Manitoba

Learning to work...



Three photographs illustrating work environments: a person in a warehouse, a person in an office, and a person in a retail store.

Worksite Rotations



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Worksite Rotations



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Worksite Rotations

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Effect on Workplace Culture

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Embraced as Recruitment Strategy?

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Compelled to Hire...



What would our partners say to others?





- To start a new Project SEARCH, and/or to inquire about licensing, visit <http://www.projectsearch.us/GetINVOLVED/StartaProjectSEARCH.aspx>

Videos

Recruitment Video (2013):
<http://vimeo.com/77970188>

Recruitment Video (2014):
<https://vimeo.com/117987171>

Informational Video (2011)
<http://vimeo.com/34131867>

Questions?





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WORKING TOGETHER

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