Adding Value to the Business

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Project SEARCH

Project SEARCH:
A model for including people with disabilities in the workplace

- Project SEARCH Model
- Common Principles
- Benefits to Business
- Case Studies

Marketing Tactics

- Cold calls
- Job carving
- Easiest jobs
- Tax credits
- Subminimum wages
- Subsidized salary support
- Job coaching (versus orientation)
- Do you have any jobs in the cafeteria?
13 Job Developers
13 Job Coaches
13 Follow Along Staff

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Single Point of Entry

Children’s Hospital Medical Center
Great Oaks Institute of Technology & Career Development
MRDD

Key Differences

Volunteer
• Collaborative relationship.

• On-site staff.

• Develop expertise in the field.

• Develop relationships with departments.

• Immediate response to changes or problems.

• Experts in accommodations and adaptations.

• Assist with feedback, evaluations, mandatory education.

• Assist with all benefit questions.

Non-traditional Jobs

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

Golf Beads

Counting Board
Counting Board

Employment is a major concern…

for our patients with chronic illnesses and disabilities as they approach adulthood.

Isolette Technician

A Work Aid Book
On The Wall

A Work Aid Book
On The Wall

Business Cards
Physicians from every specialty look to Project SEARCH to provide hope and role models for their patients with chronic illnesses and disabilities.

Hiring people with disabilities can improve performance and increase retention in positions with chronically high turnover.

Modify Existing Work Aids - Before
Children with disabilities and their families make up a significant market segment.

Families with a vested interest in disability issues are often highly motivated donors with considerable giving potential.

The American public thinks highly of companies that hire people with disabilities.
There will be labor shortages as the population ages. People with disabilities can be trained to do very complex work that other staff may undervalue, with pride and accountability.

**Oxymetry Probes**

- Given to each patient
- Cost $18 new, $6 recycled

**Universal Design**

Making the workplace accessible for employees with disabilities means that the workplace will be more accessible and efficient for all employees, customers and stakeholders.
Enlarging Print

Pictures Instead of Words

Department Stocking
Emergency Department

Drawer Dividers

Hiring employees with disabilities brings new sources of ideas, creativity and problem solving into the workplace.
If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse gift will find a fitting place. - Margaret Mead