

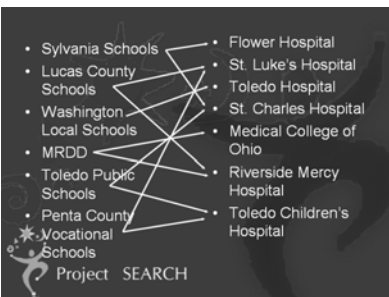
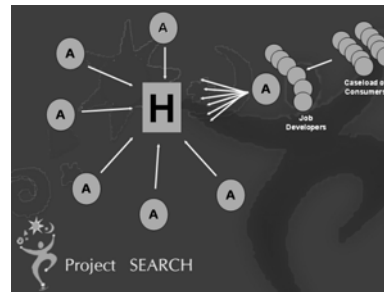
Adding Value to the Business

Erin Riehle
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

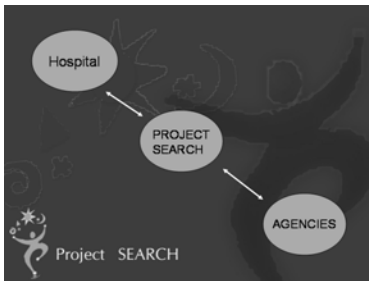
- Cold calls
- Job carving
- Easiest jobs
- Tax credits
- Subminimum wages
- Subsidized salary support
- Job coaching (versus orientation)
- Do you have any jobs in the cafeteria?

13

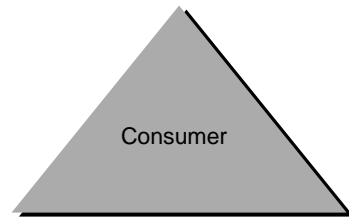
13 Job Developers
13 Job Coaches
13 Follow Along Staff

39

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

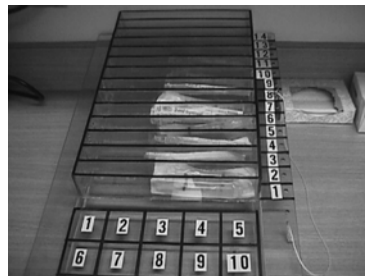
Not the “Easiest Jobs”
But
“Complex and Systematic”



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



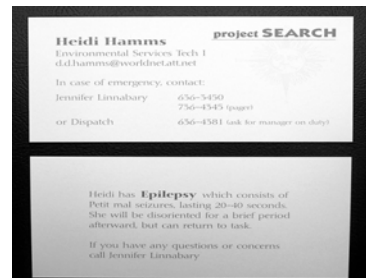
A Work Aid Book On The Wall



A Work Aid Book On The Wall

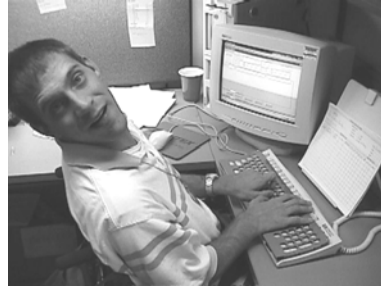


Business Cards



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

Lab Billing



One Handed Keyboard

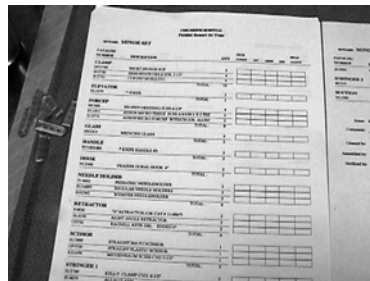


Hiring people with disabilities can improve performance and increase retention in positions with chronically high turnover.

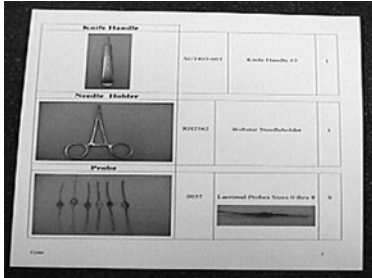
Clinical Sterilization



Modify Existing Work Aids - Before



Modify Existing Work Aids - After



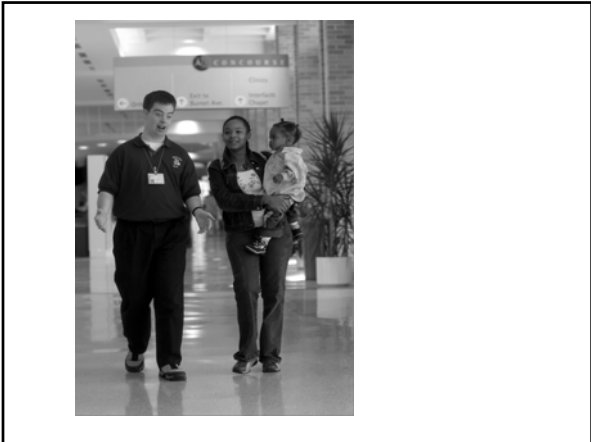
Children with disabilities
and their families make up a
significant market segment.



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

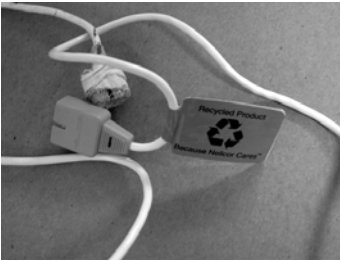


The American public
thinks highly of companies
that hire people with disabilities.



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



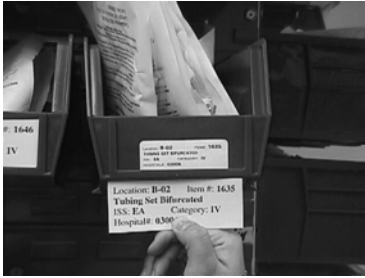
- Given to each patient
- Cost \$18 new, \$6 recycled



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.



Jill & the Prince



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*