



Workforce Development Board Meeting
Project SEARCH @ Bronson Methodist Hospital

Project SEARCH Transition Program

- It began in 1996 at Cincinnati Children's Hospital – Erin Riehle
- 375 + sites in existence and growing
- 44 states /state initiatives
- 11 countries: Germany, India, Scotland, United Kingdom, Ireland, Canada, Australia, Gibraltar, Wales, Holland, Israel
- 16 communities in Michigan have Project SEARCH
- 4-6 additional communities are interested
- Huge districts and very small (collaboration)
- 73% of all interns who have completed the program are competitively employed

Kalamazoo Project SEARCH Data

- 31/36 interns have found and continue to sustain competitive employment in the community. This is 86% success rate.
- Manager Survey results indicate that Bronson is satisfied with the work we do and the support with give to their employees and to our interns.

Project SEARCH Transition Model

- Program length is one school year (Sept-June)
- 8-12 students with variety of disabilities
- Certified instructor and Job Coach
- Last year of high school or school eligibility
- 3 rotations through unpaid internships to develop transferrable and marketable skills
- Business liaison and department mentors offer support and continual feedback to the students
- Outcome is competitive employment

Minimum Eligibility Guidelines

- 18 -26 years of age
- Eligibility for Vocational Rehabilitation
- Participate in an intake with Kalamazoo Community Mental Health
- Previous work related experience
- Appropriate hygiene, social and communication skills
- Ability to take direction and change behavior
- Access public transportation or Natural Supports to assist with getting intern to Bronson
- Pass drug screen, background check, immunizations
- Agree this will be the last year of school services
- Desire to Work!

Project SEARCH at Bronson

Rotations

- Human Resources
- Phlebotomy
- Food Service and Preparation
- Linens
- Recycling
- EVS-Housekeeping
- Infection Prevention-Hand Wash Auditor

Rotations

- Equipment Tech
- Pathology
- Greeter in Cardiac MICU
- Child Injury Prevention
- Milk Bank
- Adult Float Pool
- Conference Set Up/Gilmore Education Center
- Medical Staff Services

Successes

- Bronson as our Host Site
- VR partnership and creative collaboration
- Unique role with DNSWM and Youth Supports Service Coordinator
- Outcomes
- Active Core Team
- Committed Steering Committee
- Community Service
- Job Club
- Alumni Group

Cornelius Brown was hired and works for Bronson Methodist Hospital in the Gilmore.

Project SEARCH provided stability, opportunities to grow in becoming independent, and to live a meaningful life.



Manager satisfaction survey (Years 1-4)

• How would you rate the support you receive from Project SEARCH team members?	4.4	4.5	4.6	4.8
• Are the Project SEARCH team members helpful and supportive in assisting with interns? (accommodations, training)	4.5	4.6	4.7	4.9
• Do you find training & working with Project SEARCH interns as beneficial and welcoming?	4.4	4.6	4.7	4.8
• How satisfied are you with communication between Project SEARCH team members and your department?	4.4	4.8	4.7	4.8
• What is the likelihood that you would want another Project SEARCH intern in the future?	4.5	4.6	4.8	4.9

Impact of Project SEARCH

- Collective Impact – each organization committed to the work and their organization's vision and beliefs.
- Bridging partnerships with community agencies and resources
- Changing systems based on the Project SEARCH model around positive outcomes
- Being invited to Holiday Banquet and July Picnic at Bronson
- Bronson Mentors/Managers impacted by the strengths and characters of the interns
- Presenting to the Leadership Team at Bronson, Rotary, Leadership Stew, etc
- Expanding network and awareness to businesses and employers
- Hiring individuals with disability that has enhanced our community and workforce

Project SEARCH Fidelity Audit

- Awesome experience (Lyn Andrews was great)
- Quality Recommendations and Suggestions
- Led to impactful two days of Strategic Planning as a Steering Committee
- Led to goals and activities for the next couple of days

Where We Are Now?

- In our 5th year, however, our smallest cohort (7)
- Expanding net and pushing conversations in transition to PS
- Bronson has taken lead role with marketing, Open House, and BAC development
- Looking at 2nd site (WMU, KVCC, Radisson Hotel)

Still Working On...

- Selection Process
- CMH Eligibility
- BAC
- Exiting Transition Process
- Job Development
- Creative Funding

Commitment to the “All In” Mindset

- MOU – Roles and Responsibilities
- Problem Solving Model for Continuous Improvement

Business Advisory Council (BAC)

- Led by Beth Washington and Emily Miley of Bronson Methodist Hospital
- Different roles and activities to be involved with to support interns
- Quarterly Meetings
- Informational Meeting to be held in January