

Key elements in transition from school to employment

A survey and a new approach

- Perspectief Werk(t) Employ(ed):
- an introduction
- Survey: **Using Your Training to Get Going**
- New approach: **project SEARCH**

Resource Centre for Inclusion and Self Determination

- Introduction
- Network Organization
- Connecting knowledge and practice
- Always with the people
- Part of Coalition for Inclusion

PERSPECTIEF

Where are we coming from?

- UN Convention on Human Rights for Persons with Disabilities (CRPD)
- Asset Based Community Development (ABCD)
- Index for Inclusion
- Sociale Role Valorization
- Supported Decision Making
Person Centered Planning

Perspectief Werk(t) – Employ(ed)

- Transition education tot employment
- SCHWUNG
- Supporting Employment

Survey: A JOURNEY TO WORK

- Research transition school to employment
- What youngsters told us
- What their personal network such as friends/families told us

Outcomes

- Primaire school customs in sec. edu
- Low expectations
- Orientation towards “care”
- Practical done in lower-paid jobs
- Coordination from school
- School/Allowance funder decide: who’s in and who’s out
- No focus on continuous learning

What is needed

- Vision on inclusion, equality and human rights
- Out of the box thinking
- Person Centered Planning
- Partnership with wider community

Perspectief Employ(ed)

- Introduced new practices
- Made recommendations about self determination and participation
- Follow up businessplan:
 - SCHWUNG
 - SEARCH
- - good examples in partnerships education, transition employment and PCP with locale employers.

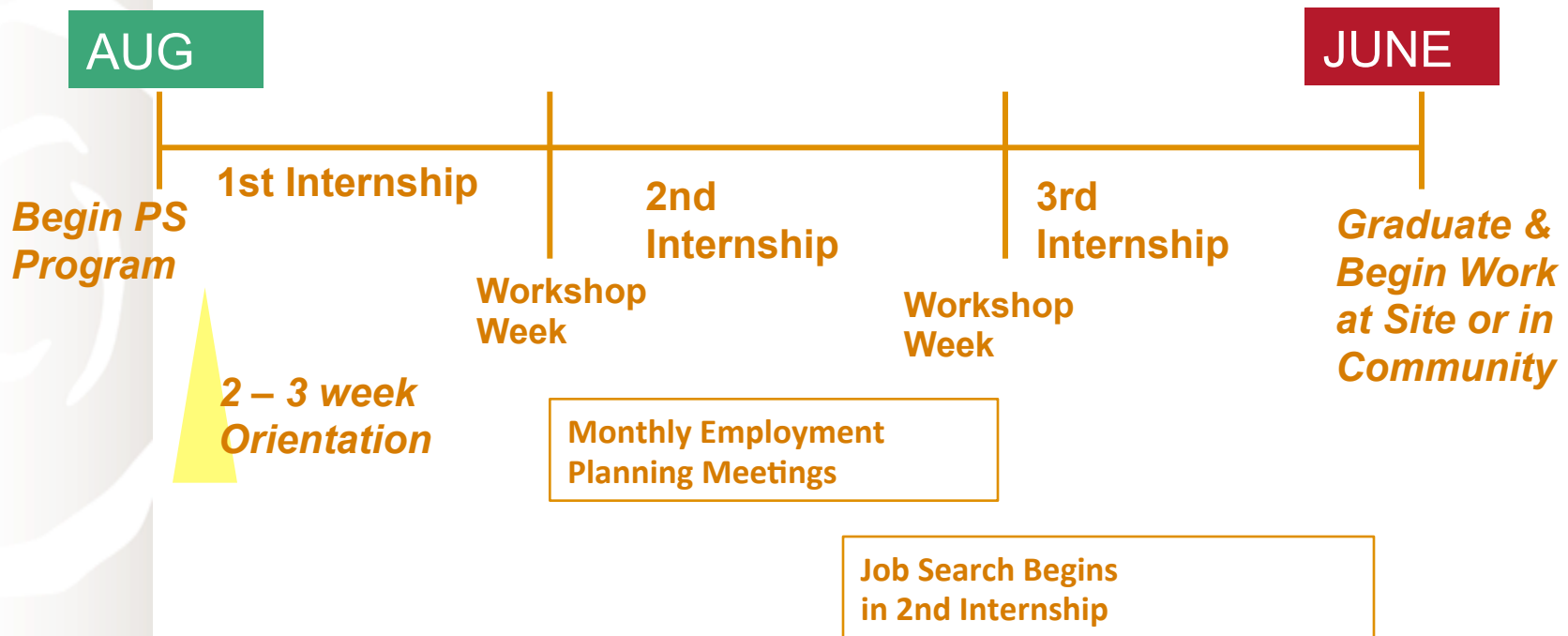
Project SEARCH

- *Project SEARCH is a promising one*
- An employer-led internship model for people with learning disabilities, in their last year of school or college.
- Aimed at students whose goal is competitive employment: desire to work

Program description

- One year program, last year of education
- Age students: average 20 years old
- Groups: 8-12 participants
- Combination of classical learning (employability skills) and individual internship
 - Interns participate in 3 rotations to explore a variety of job and career paths.
 - On-site classroom

Annual School Schedule



Successful outcomes:

- Competitive employment in an integrated setting for each Project SEARCH intern
 - Employment in an integrated setting
 - Year-round work
 - 20 hours/week or more
 - Minimum wage or higher

Characteristics Project SEARCH

- A business-led program:
 - students learn relevant, marketable skills while immersed in the business
 - Businesses are active partners, participating without subsidies
- Focus: serving young adults with a variety of (developmental) disabilities or support.

Characteristics Project SEARCH

- Business of > 200 employees: a variety of internships
- Non traditional jobs: not the 'easiest jobs' but 'complex and systematic'
- Seamless collaboration among partners: teacher, supported employment staff and host business
 - to create an employment goal, and support the intern through continuous feedback and acquisition of skills
- Team includes family





Results

- UK: National average for people with learning disabilities in paid employment: 7,7%
- Project SEARCH 2012: 60% to 100% paid jobs (graduates from 98 program sites, in 22 states and 3 countries)
- **Survey Outcomes: people feel motivated, make informed decisions, better health and feel respected**
- Benefits for employers: more efficiency and positive effect on culture



Remember....

Low expectancy on the part of society is the single most critical deterrent to programs for persons with severe disability (Mark Gold, 1975)

.....and loneliness is the biggest handicap of all! (people with disabilities, continuously)

