

AUTION!

CAUTION!

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Destination Project SEARCH: Roadblocks, Detours and Success

Presented by

Erin Ross Burgess, Program Coordinator – Hudson County Office of Disability Services

Yolanda Fuller, VP of Community Based Employment – Hudson Community Enterprises

Jasmin White, PS Skills Trainer – Hudson Community Enterprises

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Presenter Biographies

- Erin Ross Burgess is the Program Coordinator for the Hudson County Office of Disability Services. She holds a Bachelor of Arts in Psychology (concentration in Developmental Psychology) from Rutgers University – Douglass College and a Masters in Counseling from Seton Hall University. Erin has been employed local government for 17 years providing services to low- to moderate-income individuals who have identified as needing essential services. One of her roles as the ODS Program Coordinator, she is the coordinator for the Hudson County Project SEARCH program which has two host business sites – RWJ Barnabas Health Jersey City Medical Center and DoubleTree by Hilton Jersey City.
- Yolanda Fuller, the VP of Community Based Employment for Hudson Community Enterprises, has over 20 years of expertise in the Vocational Rehabilitation Counseling Field and is a Certified Rehabilitation Counselor. For 10 years, she has worked exclusively with the WFNJ population with the goal of helping individuals seek, obtain and maintain suitable employment. She holds a Bachelor of Arts in Psychology from Fairleigh Dickinson University, a MA in Rehabilitation Counseling from New York University and is certified by the Commission on Rehabilitation Counselor Certification.
- Jasmin White is a Transition Coach for Hudson Community Enterprises and Skills Trainer for Project SEARCH. She holds a Bachelor of Science in Psychology from William Paterson University of New Jersey. She worked with high school students with special needs and cognitive (Mod/Mild) impairments since 2017. Most recently she functions as the Skills Trainer for Project SEARCH and is assigned to RWJ Barnabas Health-Jersey City Medical Center. Jasmin monitors and coaches the students at various work sites in hospital. She is involved with development and implementation of strategies to assist the students' work efficiency and overall development.



Phase I – The Blueprint



- Steering Committee Partners
- Funding
- Identifying Host Business Sites
- Recruitment of Service Providers and Interns



Steering Committee Partners



Funding for Project SEARCH

- County of Hudson Office of Disability Services
- Hudson County Children's Interagency Coordinating Council (CIACC)
- Kessler Foundation

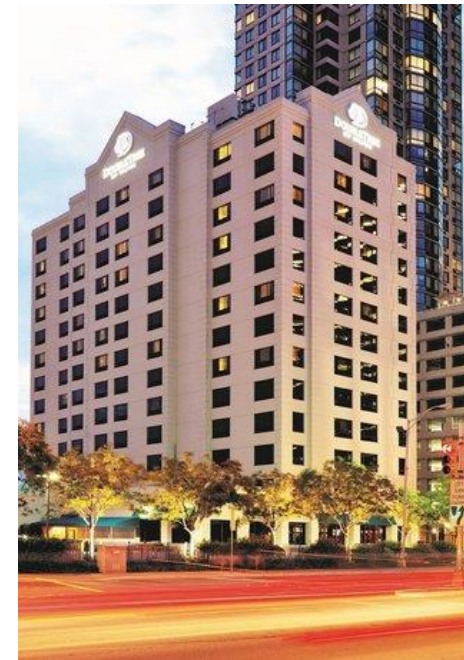


Host Business Sites

RWJ Barnabas Health Jersey City



DoubleTree by Hilton Jersey City



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Stop Think Observe Proceed Business Liaisons

Danielle Havey, General Manager
Double Tree by Hilton
Business Liaison



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Recruitment of Service Providers & Interns

- Lead School District
 - Hudson County Department of Health & Human Services Request for Proposals (RFPs)
- Community Rehabilitation Partners
 - NJ Division of Vocational Rehabilitation Services (DVRS) Request for Proposals (RFPs)
- Hudson County School Districts
 - Hudson County Special Education Director's Meeting
 - School Districts – Special Education Parent Advisory Groups, Child Study Team Meetings, Transition Fairs
 - Open House for School Personnel
- Interns
 - Open Houses
 - Parent Meetings
 - Newspaper Advertisements



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Phase II – Selection Routes



- Intern Application
- Skills Day
- Final Selections
- Tour of Host Business Sites
- Identification of 1st Internship

Application Checklist

- Completed application and assessment with signatures
- Response to the question “Why do you want to participate in Project SEARCH?” written in the applicant’s own words on a separate piece of paper
- Candidate Photo (wallet size)
- Letter from Parent, Guardian, or someone who knows the person well describing candidate’s strengths and areas for further development
- Letter of Recommendation from School Representative, Employer, Volunteer Placement Supervisor, or Family Care Case Manager
- Resume (if available)
- Current Individual Education Plan (IEP) including Transition Goals
- High School Transcript
- Attendance Record
- Most Recent Report Card
- Sign the attached release forms at the end of the application packet for your local school district, Division of Rehabilitation Services (DVRS) and the Division of Developmental Disabilities (DDD) and return them with the submitted application.



Skills Day

- Year 1 Stations
 - Tray Set-Up
 - Folding Linens
 - Reception
 - First in – First out Prescription cards
 - Filing
 - Patient Transport
 - Individual Interview
 - Group Activity



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Final Selections – Laying the Foundation

- Same Day debriefing/Final Selection
- Tour of Host Business Sites
- Selection of 1st internship sites



Hudson County Project SEARCH:
Interviews and Assignments Score Sheet

Student	Tasks						Interviews	Teacher Rubric	Summary of Points (Average)	Decision		
	Reception	Linens	Tray Set-Up	Filing, Sorting	Stocking (Exp.)	Wheelchair	Interview	Rubric	Total Points	Accepted	Placement Site	First Round Internship
AC	2.00	3.25	1.00	3.00	1.00	2.00	2.40	2.50	2.14	Y	Hotel	Bussing
AE	1.67	4.00	3.67	2.50	3.50	3.50	2.20	3.10	3.02	Y	Denied	
GH	3.33	4.00	4.00	2.50	2.50	3.50	3.40	2.63	3.23	Y	Denied	
MK	2.67	3.75	1.67	3.75	3.50	3.50	3.40	3.60	3.23	Y	Hotel	Linen Runner
TN	2.00	4.00	2.00	3.75	3.50	3.25	1.40	2.55	2.81	N		
GO	2.33	4.00	2.33	4.00	3.00	3.50	2.80	3.23	3.15	Y	Hotel	Host
DP	3.00	3.75	3.00	3.50	3.00	3.00	3.40	3.63	3.29	Y	Hotel	Food Runner
SP	4.00	4.00	3.33	4.00	2.50	4.00	2.60	3.65	3.51	Y	Hospital	Lab
AP	2.67	3.50	4.00	3.75	4.00	3.50	5.00	3.76	3.77	N		
KP	3.00	4.00	3.67	3.25	4.00	2.75	3.00	3.40	3.38	Y	Hospital	Materials Mgmt.
ER	4.00	4.00	3.33	4.00	3.00	3.75	2.40	3.80	3.54	Y	Hospital	Emergency Room
AS	2.00	3.25	1.00	3.75	2.50	2.50	2.00	3.00	2.50	Y	Hospital	Environ. Svcs.
KS	2.00	3.50	2.67	2.00	2.50	3.00	3.20	3.35	2.78	Y	Hospital	Food Services
LT	2.67	4.00	2.33	3.33	3.25	3.50	3.40	3.48	3.25	Y	Hotel	Public Space
JW	3.33	4.00	3.00	3.50	2.00	3.75	5.00	3.35	3.49	Y	Hospital	PT/OT



Phase III – Roadblocks & Detours



- Roadblocks
- Termination/Probation of Students
- Internship Interview Process
- Lack of Work
- Seeing is Believing
- False Praise/Lack of Accurate Feedback

Roadblocks

- Host Business Sites
 - Expectations
 - Mentors/Negative Influences
 - Classroom Space
 - Internship Opportunities
- Family Involvement



Student Scenarios – The Problems

Probation

- Inappropriate Behavior 1st and 2nd Rotations
- Misconduct
- Immaturity
- Inaccurate reporting of incident

Mental Health

- Financial Instability (Theft)
- Family Dynamics
- Noncompliance with medication
- Self-harm and Depression

Termination

- Excessive lateness
- Excessive absences
- Unauthorized breaks
- Lack of Motivation



Student Scenarios – The Outcomes

Probation

- Family meeting
- Placed on probation
- Retraining
- Restricted duties
- Acknowledgment of mistakes
- Daily Check-ins



Mental Health

- Family meeting with GM
- Restricted duties
- Coordinated support services
 - Counseling
 - Medication
- Daily Check-ins
- Employment

Termination

- Meeting with GM
- Family meeting
- Probationary contract
- Alternate work schedule



Phase IV – The Daily Grind



- Daily Schedule
- Internships
- Resources



Intern Interview Process at JCMC

- Transition Week
 - Interview preparation
 - Choice of internship site
- Making choices when offered multiple positions
- Not being offered a position



Watch Out for Potholes

RWJBH Jersey City Medical Center

- Unexpected Requirements
 - Laboratory
 - Infectious Control
 - Patient Transport
- Seeing is Believing
 - Change of Heart: I now want an Intern!!
 - False Praise/ Lack of Accurate Feedback

DoubleTree by Hilton Jersey City

- Lack of Work
 - Shared-time internship
 - Limited options at the hotel resulted in internship placement by PS staff and hotel management



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Daily Schedule

RWJ Barnabas Health Jersey City Medical Center

8:00 a.m. – 9:00 a.m.	Classroom Instruction
9:00 a.m. – 11:30 a.m.	Worksite
11:30 a.m. – 12:15 p.m.	Lunch
12:15 p.m. – 2:00 p.m.	Worksite
2:00 p.m. – 3:00 p.m.	Classroom Wrap-Up

DoubleTree by Hilton Jersey City

8:00 a.m. – 9:00 a.m.	Classroom Instruction
9:00 a.m. – 10:15 a.m.	Worksite
10:15 a.m. – 10:30 a.m.	Break
10:30 a.m. – 12:00 noon	Worksite
12:00 noon – 12:30 p.m.	Lunch
12:30 p.m. – 2:00 p.m.	Worksite
2:00 p.m. – 2:30 p.m.	Classroom Wrap-Up



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Internship Departments

RWJ Barnabas Health Jersey City

- Emergency Room
- Environmental Services
- Food & Dietary
- Materials Management
- Laboratory
- Patient Transport
- Occupational/Physical Therapy
- Linen
- Mailroom

DoubleTree by Hilton Jersey City

- Engineering
- Food & Beverage
- Housekeeping
- Public Space
- Valet



A Word from the Instructors

RWJBH Jersey City Medical Center



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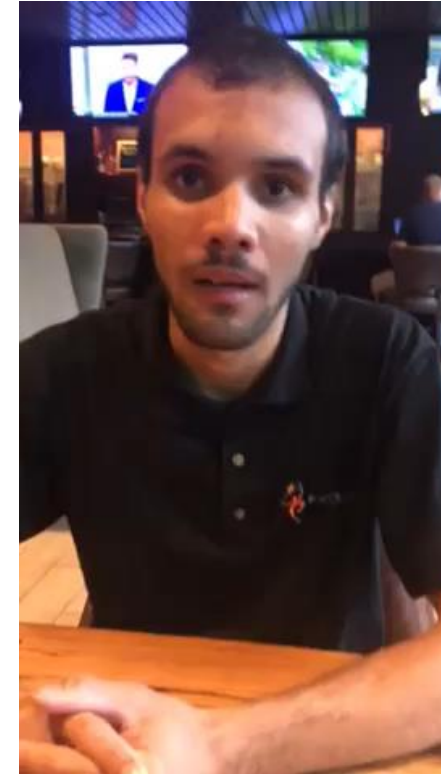


Intern Videos

RWJBH Jersey City Medical Center



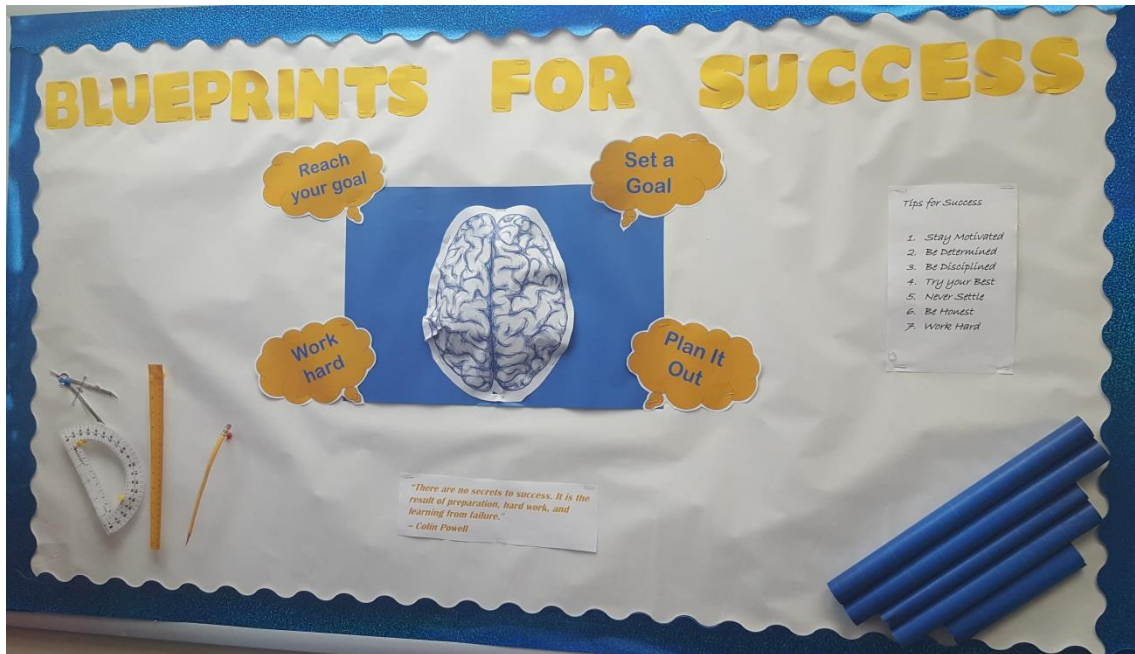
DoubleTree by Hilton Jersey City



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Phase V – Blueprints to Success



- Yearly Events
- Employment Outcomes



Yearly Events

- Kick-Off Ceremony
- Autism Awareness
- Employee Events
- Mentor Recognition
- Graduation Ceremony



Employment Outcomes

RWJBH Jersey City Medical Center

- All interns received job offers from the following departments:
 - Dietary
 - Patient Transport
 - Environmental Services
 - Materials Management

DoubleTree by Hilton Jersey City

- Two interns received full-time employment:
 - DoubleTree (Food & Beverage)
 - Salvation Army Early Childhood Education Center
- One intern relocated to south Jersey and is currently seeking employment at a Hilton affiliate



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Resources

- Project SEARCH Resource Guide
- Maacce.org Curriculum
- O-Net
- Schoolology
- YouTube
- CRP Forms

