



**2019 Pre-Conference Sessions**  
**Tuesday, July 30, 2019**  
**8:30 am – 4:30 pm**  
**(Includes breakfast and lunch)**

**Six program offerings, with new topics and new presenters (see detailed descriptions below):**

- Project SEARCH 101
- Teaching and Training for Success
- What, wait? You Want me to Talk about Sexuality at Project SEARCH? Talking Honestly about Sexuality and Relationships\*
- Project SEARCH for Individuals with Complex Needs: Expanding Individual Potential through Innovative Instruction\*
- The Role of Systematic Instruction in Internship and Job Site Supports\*
- Business Liaison Session for Existing, **New or Interested Business Liaisons/Partners ONLY**

\*Topic and presenter are new to this year's Pre-Conference!

**Project SEARCH 101**

**Presenters: Erin Riehle and Susie Rutkowski, Co-Founders, Project SEARCH, Cincinnati, OH**

Each year almost half of the conference participants are from new Project SEARCH sites getting ready to welcome their first cohort of student interns. This session is designed for those team members (especially the instructors and Skills Trainers) who need to learn the fundamentals of operating a successful Project SEARCH program. It will cover the following key topics to build a comprehensive Project SEARCH foundation:

- History, Data Outcomes, and Key Concepts of the model
- Partners, Collaboration, and Teamwork
- Student Criteria, Recruitment, and Selection
- Curriculum
- Resource Guide
- Annual Calendar and Daily Schedule
- Roles and Responsibilities of Team Members
- Establishing Robust Internships that Lead to Employment
- Employment Planning Meetings
- Business Advisory Committees
- Aspirational Job Development: Reaching the Goal of 100% Employment – for every intern!

## **Teaching and Training for Success**

**Presenter: Molly Michels, Program Specialist, Project SEARCH, Cincinnati, OH**

Teaching and Training for Success combines educational, supported employment, and systematic instruction strategies and presents them in the context of a Project SEARCH environment. We discuss sound, research-based techniques and how they can be used to meet the high expectations of the Project SEARCH program, which starts with the assumption that every intern will gain competitive employment.

Course participants will learn how to design meaningful internships in which students can learn systematic and complex work. We start with job analysis at the level of the community (the 5000-foot level), and work towards the hands-on teaching of complicated tasks at the worksite (the 5-foot level). The training describes new ways of tracking skill acquisition that utilize Lean tools and customized vocational student profiles.

Creative ways to teach employability skills are also presented because of their critical importance to the success of any worker. The workshop highlights the role of each Project SEARCH partner and outlines successful approaches for collaboration among all stakeholders. This training is recommended for any new Project SEARCH team member. Come with your crew and learn together!

## **What, wait? You Want me to Talk about Sexuality at Project SEARCH? Talking Honestly about Sexuality and Relationships**

**Presenter: Katherine McLaughlin, President, Elevatus Training, Keene, NH**

People with developmental disabilities are often left out of the conversation about sexuality, almost as if they are incapable of having thoughts, feelings, and needs. They, too, are sexual beings that need information and skills for making healthy decisions about sexuality. As someone who works with people with developmental disabilities, you may be the most likely person to discuss sexuality with them, or someone with a developmental disability may approach you with questions about sexuality. This workshop will help you become more comfortable talking about this sensitive topic by discussing what needs to be taught when and how to help people with developmental disabilities have safe and satisfying relationships.

Topics will include:

- Introduction/warm-up
- What is Sexuality?
- Messages about Sexuality
- Sexual Development and Disability
- Values and Attitudes
- Answering questions
- Responding to Behaviors
- Working with Parents/Guardians
- Wrap-up and Evaluations

## **Project SEARCH for Individuals with Complex Needs: Expanding Individual Potential through Innovative Instruction**

**Presenters: Erin Riley, Rebekah Seljan, and Emily, Ward, ACCESS Group Inc., Little Rock, AR**

Does your Project SEARCH team struggle to serve interns with multiple physical and developmental disabilities? Does your team hesitate to accept interns with complex needs that seem “too difficult” to be successful in the program? You are not alone. Attend this session to learn skills to help your team rise above these concerns and break down barriers for young people with complex needs as they prepare to enter the workforce!

The ACCESS team prides itself on its mission: Expanding Individual Potential through Innovative Instruction. They live this mission by creating an atmosphere of high expectations and helping all individuals with disabilities, regardless of the complexity of their challenges, to be successful.

ACCESS will share tools that have helped to ensure the success of individuals with complex disabilities that include physical limitations. They will share stories of how these young people have overcome barriers and stereotypes through their desire to work!

The following program components will be explored:

- \* Program Development
- \* Intern Recruitment
- \* Internship Development
- \* Intern Growth
- \* Job Development
- \* Employment

With tools from these areas, you too will be able to advocate to communities and employers about the abilities of those with both developmental and physical disabilities. Join us in the mission to ensure a positive environment for all Project SEARCH programs by helping to break down barriers for individuals with complex needs!

## **The Role of Systematic Instruction in Internship and Job Site Supports**

**Presenter: Michael Callahan, Marc Gold & Associates, Ocean Springs, MS**

The provision of effective job site supports is central to successful internships and employment for youth with significant intellectual disabilities. Systematic instruction procedures are often necessary for this success. However, the provision of these supports within a host business by a human service entity such as a school or adult service agency is not intuitive. The instructional procedures utilized too often reflect the culture of the disability field rather than that of the host business or employer. This session will offer two broad concepts to help assure the delivery of internship and job supports that are both effective and culturally connected to the array of businesses that host Project SEARCH initiatives: a) Marc Gold & Associates (MG&A) developed the Seven Phase Sequence for Balancing Naturalness and Individual Employee Needs in the 1990s. This road map for support personnel uses the company’s culture as the organizing

concept for all job site supports by using the natural *ways, means* and *people* of business as the starting point. Individual intern/employee needs are then met in back-up phases offered in a way that builds capacity within the workplace. b) Marc Gold's original work in the 60s and 70s provided a basis for virtually all systematic instructional strategies utilized in the educational and human service fields today for individuals with significant intellectual disabilities. An overview of these procedures will be provided so that intern/job support personnel have information to offer to host businesses when natural strategies are not successful. The information to be covered includes:

- A brief history of the evolution of job site supports
- The Seven Phase Sequence
- A definition of systematic instruction
- Method and Content Task Analysis
- Correctness of performance
- Types of Job Tasks
- Formats
- Giving information through instructional strategies
- Motivation vs. Reinforcement

These strategies serve to assure that the interns and employees of Project SEARCH will be successful on their jobs and that host employers will effectively embrace the supports necessary for that success.

### **For Business Liaisons Only:**

#### **Business Liaison Session for Existing, New or Interested Business Liaisons/Partners ONLY**

Project SEARCH is a **business-led program**. This means that students learn relevant, marketable skills while immersed in the host business, and that the host businesses are active partners, participating without subsidies. This full day session will energize those responsible for the Project SEARCH success within their organization. Throughout the day, participants will learn from others the benefits, challenges, lessons learned and most importantly, successes of Project SEARCH in their organization. Participants will receive a special opportunity to hear from Erin Riehle, Project SEARCH Director and Co-Founder, on the state of Project SEARCH and trends to know in support of program sustainability. In addition, participants will have ample time to network, share, and have some fun along the way.