



**Partnerships
Providing
Training, Paid
Internships & Job
Placement**

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*Assistant Director
Supported
Employment, East Bay
Innovations***

90 - 92% of individuals with developmental disabilities and/or Autism who are interested in working, are unemployed

Challenges

- Gaps in support after exiting from school
- Limited funding and service designs available
- Many entry level positions begin on-call or during evening hours
- Traditional interviews are difficult for many individuals we support
- Limited skill sets
- Limited experience

Solutions

- Partnerships with local school districts and adult schools to provide training opportunities – Castro Valley and Oakland Unified School Districts
- Support during interviews, interview practice and “working” or “performance” interviews
- Pre-employment training in real work settings – Project SEARCH, State Internships through SB644, and other short-term internships opportunities
- Tailored Day Services to assist with job development, training, and support in the classroom

Supported Employment



Eligibility Guidelines

- Eligible for RCEB adult service funding
- Ability to meet the host employer's standards regarding work appearance, work performance, social skills and work ethics
- Ability to pass all host business' clearances, including background, drug and health if applicable
- Motivated to work
- Demonstrated ability to learn and perform the tasks provided with decreasing support over time (20% or less of the time working)
- Use public transportation independently

Employers share that “soft skills”, not technical skills,
are the critical factor in job success

Manners/sharing/caring about others

Organization & time management

Work ethic and motivation (attitude)

Reliability/Attendance

Good hygiene/Appearance

- High expectations and realistic standards
- Interns expected to meet professionalism at host business
- Provide choices to promote decision making
- Develop problem-solving skills
- Develop conversational skills
- Interns learn to understand and embrace their disability

Supported Employment Job Coaching Supports

- **Learning new skills and work policies**
- **Building and maintaining positive relationships with co-workers**
- **Developing and maintaining strong work ethics**
- **Supporting individuals to communicate directly with co-workers and supervisors**
- **Learning to travel to and from work**
- **Fostering the development of natural supports**
- **Support to increase responsibilities and career advancement**
- **Support to understand and manage Social Security benefits**

Ed Roberts' Campus



Facilities

- Assist with monitoring during special events
- Set up and troubleshooting of audio visual equipment
- Janitorial
- Light maintenance
- Conference room set-up

Primus Power– hired!



Office Assistant

- Process Fed Ex shipping via website
- Receive and process packages
- Office supply inventory and stocking
- Data entry



OAKLAND UNIFIED
SCHOOL DISTRICT

*Community Schools,
Thriving Students*



**East Bay
Innovations**

Project SEARCH is a highly effective model that partners public sector or other large employers with nonprofit agencies and school districts serving people with disabilities to create successful internships and employment training
AT NO COST TO THE HOST BUSINESS PARTNER



CLAREMONT CLUB & SPA

EBI Project SEARCH Sites



County of Alameda
Class of 2011

Claremont Club & Spa Class of 2019



Program Description

- One year program
- 12 students per class
- 1 teacher and 3 job coaches provide on-the-job support
- 3 worksite rotations per student
- Internships are 4 hours per day, 5 days per week - Monday through Friday 9 until 3:15
- Time spent performing tasks during the internship is paid – usually 3.5 hrs per day
- Internship sites within close proximity/support services immediately accessible

East Bay Innovations Provides

- Job Coaching staff
- Support and training to interns to learn new skills and meet business standards
- Assistive technology
- Responsive to host business needs

School Partner Provides

- Teacher
- Classroom instruction
- Curriculum



Eligibility Guidelines

- Eligible for RCEB adult service funding
- Ability to meet the host business' standards regarding work appearance, social skills and work ethics
- Ability to pass all host business' clearances, including background, drug and health if applicable
- Desire to work, good record of attendance and punctuality
- Demonstrated ability to learn and perform the tasks provided with 1:4 support
- Use reliable public transportation independently

What to Expect During Project SEARCH

- High expectations and realistic standards
- Interns expected to meet professionalism at host business
- Provide choices to promote decision making
- Develop problem-solving skills
- Develop transferrable employment skills
- Develop conversational skills
- Interns learn to understand and embrace their disability

Project SEARCH Graduate Highlights

- Average placement rate for all programs is 86%
- Job retention is currently at 90%
- Graduates are earning on average 80% above Federal Minimum wage (wages range from minimum wage to over \$35 per hour)
- 80% of graduates receive full benefits from their employers

At least 72% of graduates are working in clerical, or public and health care sector positions!

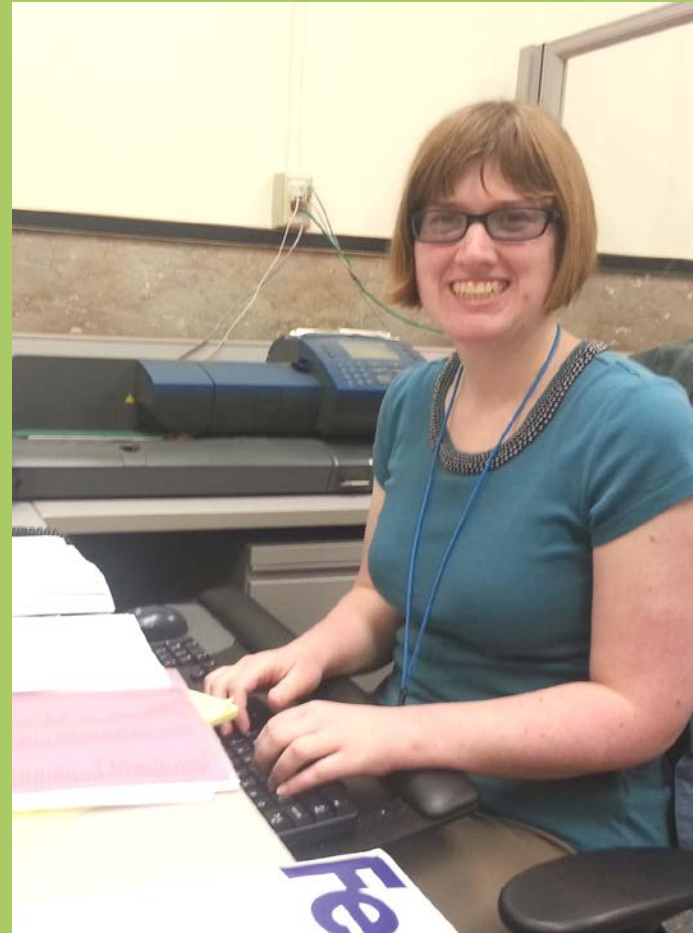
Some of Our Employer Partners

District Attorney's Office
County of Alameda
Children's Hospital Oakland
City of Union City
Ed Robert's Campus
Tiberius Vasquez
Primus Power
Physical Therapy Innovations
La Clinica de La Raza
Sheriff's Office -Human Resources & Santa Rita Jail
Lawrence Berkeley National Laboratory
Alameda County Law Library
CA State Department of Industrial Relations
Karry's Auto Collision
BART
Trader Joes
Alameda Alliance
Safeway
Pro Exhibits
Nob Hill Foods
Sensiba San Filippo
Lowe's

District Attorney's Office

Legal Assistant

- Answers phones
- Assists customers at the front desk
- Handles discovery from files for defense attorneys to review at window
- Logs, distributes, sorts and processes mail



Children's Hospital & Research Center

Materials Management – Distribution Clerk

- Identify and remove expired or damaged medical supplies
- Stock supplies to par levels
- Track removed supplies
- Organize and label supplies to ensure oldest items are used first



Lawrence Berkeley National Lab



3 Clerical Assistants

- Filing
- Scanning
- Archiving
- Data entry
- Copying
- Assist with travel docs & spreadsheets
- Filing
- Data entry
- Copying



Tailored Day Services (TDS)

- Support to maintain skills gained in Project SEARCH while participating in job development
- Support while attending adult education and college classes
- Active engagement in the job development process
- Pre-employment activities and training, such as completing applications, resume development and interview skills
- Job Club activities twice a month
- Support taking employment related classes
- Support during interviews

How to Get Involved with EBI

Job Placement Completion of Project SEARCH or participation in Tailored Day Services. Please reach out to us, or contact your case manager to ask that a referral be sent to us on your behalf.

Job Coaching Always available when EBI places you on a job. If you already have a job and would like support, please call us as soon as you know that you'll be hired. A referral will need to be made from your case manager.

Project SEARCH Apply at least 6-months before the start of the program you want to attend. Applications are on our website. Please ask your case manager to send us a referral.

Tailored Day Services (TDS) Graduation from Project SEARCH or a referral to our Job Placement services from your case manager

Contact Lori Kotsonas 510-618-1580 x 15 or
lkotsonas@eastbayinnovations.org

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