PCSI Transitional Program
Our mission - To create employment opportunities for people with every type of disability

- In business since 1996, headquarters in Austin, TX
- Nonprofit - AbilityOne contractor (top 10 of 500+)
- 1,300 employees in nine states
- 83% of direct labor force - People with disabilities
- Providing support services to military bases, government clients and hospitals across U.S.
- Self funded through contracts - $100+ Million in annual revenue
Benefits for School District

Leveraging PCSI’s expertise in hiring and retaining employees with disabilities

- National, state and local recognition for District
- PCSI provides Job Developer, Job Coach and Placement Services
- PCSI provides funding for these positions and activities
- PCSI’s labor turnover rate is below 13%
  - Well below industry standards
About Project SEARCH

National High School Transition Program

- Unique, business led, one year school-to-work program
- Workplace immersion
  - 10 to 12 students per school year
  - Classroom instruction
  - Career exploration
  - Hands-on training through worksite rotations
  - Entry level positions requiring complex yet systematic tasks
- Purpose: competitive employment for people with disabilities
Project SEARCH History

- Started at Cincinnati Children's Hospital Medical Center in 1996
- Grown from single site to 300+ program sites
  - United States, Canada, England, Scotland, Ireland, and Australia.
- Host business types:
  - Hospitals
  - Banks
  - Manufacturing
  - Hotels
  - Service industry
  - Petroleum industry
PCSI has worked diligently to learn every facet of Project SEARCH

- Initiated conference call with Project SEARCH founder, Erin Riehle
- Met local Project SEARCH partners – Seton Health System in Austin, TX
- Attended Project SEARCH annual conference in Omaha, NE
- Toured Cincinnati Children’s Hospital Medical Center
- Toured 5/3 Bank processing center in Cincinnati, OH
- Toured Atlas Copco Drilling in Garland, TX
- PCSI Personnel became DARS certified in San Antonio
- Nellie Reddix Center meeting - Identified Northside ISD as a partner
- Search for host businesses in San Antonio
- PCSI Job Developer hired
- Team training by Project SEARCH national trainer
Host business, school, PCSI and state agencies all work together to select students for the initiative – Student desires are factored into selection

- Project SEARCH
- Host Business
- School District
- PCSI - Community Resource Provider
- DARS and DADS - State Agencies
Partners

Host Business

- Leads the program
- Provides training space for orientation and education
- Develops positions for internships
- Works directly with other partners, via host liaison
- Has opportunity to hire interns at conclusion
Partners

School District

- Students 18-22 with developmental and physical disabilities
- Teacher on-site at host business
  - Planning and teaching the curriculum
  - Evaluating student progress
  - Coordinates with host business liaison
- Supplies pool of applicants through recruitment
Partners

PCSI - Community Resource Provider

- Job Coaching
- Job Placement
- Training on-site at host business
- Provides funding for Project SEARCH start-up cost
Partners

State Agencies

- Assist with accommodations and oversight
- Short-term and long-term supports
- DARS – Department of Assistive and Rehabilitative Services
- DADS – Department of Aging and Disability Services
Project SEARCH Highlights

Student independence is key – Transition from education system to work environment

- 10-12 interns each year based at host business
- Positions based on complex yet systematic tasks
- Goal to have 100% employment at end of internship
  - Host business potentially hires majority of interns into permanent positions
  - PCSI will provide job placement services for those not hired by host
Project SEARCH Steps

- School District selection
- Host business selection
- Supportive agencies involved
- Memorandum of Understanding – agreement negotiation/signature
- Public relations campaign – internal and external (all organizations)
- Intern positions development
- All-partner collaboration to select students
- School year starts - students on-site at host business
- Students complete internship
- Host business selects candidates for employment
- Job placement by PCSI for those not selected
- Process begins again
Transportation

Reliable transportation is key for student’s successful transition to work

– Travel training
– Need to identify opportunities and train students to utilize the best choice or combination of:
  – Public transportation
  – Family transportation
  – Ridesharing
  – Driver’s licenses for capable students
  – Job sites accessible by public transportation
  – Resources in communities without public transit
Thank you!

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So that no person is left behind