### Project SEARCH Model Fidelity Components

1. The outcome of the program is integrated employment for each participant.
   - 1.1 Employment occurs in integrated work settings.
   - 1.2 Employees are directly hired by the business and earn the prevailing wage for a given job.
   - 1.3 Employees work 20 hours each week or more.
   - 1.4 Paid jobs and internships involve complex and systematic work.

2. Collaboration: Project SEARCH is a partnership with support and resources from Education, Vocational Rehabilitation, Long-term support agency, and a Community Rehabilitation Provider.
   - 2.1 Roles and Responsibilities are clearly defined and agreed upon with the team.
   - 2.2 The following are active partners:
     - Business
     - Education/school
     - Vocational Rehabilitation
     - Community Rehabilitation Provider
     - Long Term Support Agency
     - Social Security Administration
   - 2.3 Partners meet on a regular basis.

3. Program is business led.
   - 3.1 Business participates in the program without subsidy.
   - 3.2 There is a strong business liaison involved in crucial decisions such as student selection, internship site development, active internal marketing of the program throughout the business, and assistance with internal hiring of qualified candidates.
   - 3.4 The program should be based in a large quality business with a minimum of 200 employees offering a variety of internships.
   - 3.5 Business provides an on-site classroom.
   - 3.6 The program includes an employability skills curriculum taught each morning and customized to the business.

4. The partners provide a consistent on-site staff in order to achieve a single point of entry.

5. Program focus is on serving young adults with (a variety of) developmental disabilities.

6. Braided funding is in place between the non-business partners.
   - 6.1 Funding is a reallocation of existing resources.
6.2 Funding is sustainable.

7. There is total immersion of students and/or employees at the host business.

7.1 Students are on site at the business each school day for a minimum of six hours for an entire academic year.

7.2 Student interns train in real work settings
Work rotations, not volunteer work
Students participate in the internships 20 – 25 hours a week
The program teaches competitive, marketable, transferable skills
We add additional skills as more basic skills are mastered so that the interns acquire cascading skills.

7.3 Regular Employment Planning meetings are held to discuss progress on skill development with students, instructor, family members, VR counselor and other appropriate team members. The instructor should lead the meetings at the beginning of the year with the student leading the meetings by the end of the year.

8. Partners will agree on the definition of employment and data will be collected on participants and employment outcomes using the Project SEARCH data base:
- Number of student interns who began the program
- Number of student interns that completed the program
- Number of student interns that gained competitive employment
- Wages earned
- Hours worked per week
- Benefits received from employer

8.1 Insure that program activities are tied to federal IDEA (2004) Indicators:
- 1 – Graduation
- 2 - Dropout rates
- 5 – Least Restrictive Environment
- 8 – Parent Involvement
- 13 – Quality IEP’s and Transition Goals
- 14 – Post School Outcomes

9. Project SEARCH graduates receive Follow Along services to retain employment.

9.1 Project SEARCH students should apply/be made eligible for follow along services before the program begins or early in the Project SEARCH program.

9.2 Follow along services that occur at the host business should be provided by a single Community Rehab Provider/person to comply with “Single Point of Entry”. The agency that provides job coaching could also be the Follow Along provider.

9.3 Follow Along services should be customized to meet the needs of the individual.

10. Each site has a licensing agreement signed with Project SEARCH Cincinnati through Cincinnati Children’s Hospital Medical Center.
11. Staff has been provided information and training on elements and skills critical to the success of a Project SEARCH program.
   - The on-site program team, the program coordinator and Instructor and job coach have received orientation and training on Project SEARCH. Teams have attended two day start-up training, state meetings that are offered and the Project SEARCH national conference.
   - The program has a copy and uses material from the Project SEARCH Resource Guide.
   - What resources are being used?
   - The Instructor and Job coaches are skilled trainers and job coaches: They have received training or have skills and experience in training, job coaching, systematic instruction, job analysis and task analysis. Trainings attended include: Teaching and Coaching for Success; Lean Training; Other as needed.

12. A student recruitment plan and application process with timelines is in place.