

# Project SEARCH

2016 Intern Application

**Breakthrough:**

University of TN Medical Center

**Cerebral Palsy Center:**

East TN Children's Hospital

**Candidate Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Email Address:** \_\_\_\_\_

**Day Service Provider**

**Agency (if applicable):** \_\_\_\_\_

[www.projectsearch.us](http://www.projectsearch.us)

## Application Purpose & Guidelines

The purpose of this application packet is to outline the skill set of the Project SEARCH candidate. This application enables the Project SEARCH Knoxville programs and the host hospitals to properly assess each candidate's interests, skills, abilities and background. A parent, Independent Support Coordinator, direct support professional, job coach or employer may be contacted to gather additional information. Our goal is to select candidates who will be successful in a Project SEARCH program and reach the outcome of competitive employment.

### The Selection Process includes the following guidelines:

1. All applicants are encouraged to attend either of the two Information Nights on **August 27, 2015 at 6:00 p.m. or September 24, 2015 at 6:00 p.m.** to meet the instructors and receive more details about Project SEARCH.
2. **Submit the completed application packet to the address on page 3 of this application packet by: October 15, 2015.**
3. **All applicants MUST attend an interview and skills assessment to be scheduled either at one of the host hospitals or an alternate location.** Please dress business casual for the interview and be prepared to perform several different job tasks.
4. The Project SEARCH staff and the host hospitals will review the applications, and if selected, match the applicant's skill set and interests with the appropriate Project SEARCH Program.
5. If selected, a Circle of Support meeting will be arranged to amend the Individual Support Plan and any associated funding.
6. **If selected, applicants MUST pass a criminal background check and drug screen before the first day of the program, February 1, 2016.** Applicants will also be required to update all immunizations including a flu shot, get a TB test, and show proof of recent physical exam.

## **Project SEARCH Application Packet Checklist**

### **\*PLEASE NOTE\***

**ALL THE REQUIRED DOCUMENTS MUST BE COMPLETED AND SENT TOGETHER FOR APPLICATION TO BE CONSIDERED. IF YOU NEED ASSISTANCE COMPILING THIS INFORMATION, PLEASE CONTACT YOUR DIRECT SUPPORT STAFF OR CONSERVATOR.**

- 1. Completed Application Packet**
- 2. Color Photo (4x6 or Wallet Size)**
- 3. Completed Rubric (attached)- the information on this form should be compiled by the people who know the candidate best**
- 4. A signed copy of the Project SEARCH Expectations**
- 5. Recommendation from your current support agency and personal reference**

**Return completed Packet to:**

**Tina J. Jones  
520 W. Summit Hill Drive  
Suite 301  
Knoxville, TN 37902**



**D. AGENCY RECOMMENDATION:** *Section D to be completed by agency staff member*

**Applicant's Name:** \_\_\_\_\_

**Applicant's Agency/School:** \_\_\_\_\_

**Why do you think this person is a good candidate for Project SEARCH?**

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**Comments about attendance:**

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**Comments regarding work performance:**

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**Print Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Agency Affiliation:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_



**F. EMPLOYMENT BACKGROUND:**

When you are hired for paid employment do you want to work full time or part time?  
 Please check both if applicable: Full-time:  Part-time:

Which shift would you prefer working after completing Project SEARCH? Check all that apply:

Day shift  Evening shift  Night shift

List jobs you do or have done in school or in the community. List most recent first:

Start Date:	Employer:		Paid Employment:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	Supervisor:		Contact Number:		
End Date:	Task 1:		Task 2:		
	Task 3:		Task 4:		

Start Date:	Employer:		Paid Employment:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	Supervisor:		Contact Number:		
End Date:	Task 1:		Task 2:		
	Task 3:		Task 4:		

Start Date:	Employer:		Paid Employment:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	Supervisor:		Contact Number:		
End Date:	Task 1:		Task 2:		
	Task 3:		Task 4:		

Have you ever been fired from, let go from or asked to resign from a job?

Yes  No

If yes, please explain:

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Have you ever quit a job?

Yes  No

If yes, please explain:

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**G. UNIFORM:**

Please provide sizes for uniform ordering purposes:

Pants: \_\_\_\_\_ Shirt: \_\_\_\_\_ Shoes: \_\_\_\_\_

**H. TRANSPORTATION:**

How do you plan to get to Project SEARCH?

Self  KAT/ lift  Family  Agency

**I. SERVICE AGENCIES:**

Do you have a Vocational Rehabilitation Counselor? (VR Counselor)

Yes  Name \_\_\_\_\_ Phone Number: \_\_\_\_\_

No

Do you have an Independent Support Coordinator from DIDD?

Yes  Name \_\_\_\_\_ Phone Number: \_\_\_\_\_

No

**J. ACCOMMODATIONS:**

Do you have any challenges or limitations that would require accommodations?

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**K. APPLICANT RESPONSE QUESTION:**

**Why do you want to participate in Project SEARCH?** *(Complete in your own words or have someone write your thoughts for you, using your own words)*

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**L. PREPARER:**

**If this application has been completed by someone other than the applicant, please provide the following information and sign:**

\_\_\_\_\_  
Name Title Phone Number Date

\_\_\_\_\_  
Signature

**M. SAMPLE Project SEARCH INTERN CONTRACT:**

***For Information purposes only: The intern will be asked to sign the Project SEARCH contract AFTER selection into the program***

I, Intern's Name, understand that I have been accepted into the Project SEARCH program and must abide by the following terms and conditions:

- I will complete at least two unpaid job rotations within the host business.
- I will attend the program every day for 7 hours per day (e.g. 8:00am - 3:00pm), Monday through Friday.
- I will call my instructor and departmental supervisors when I am absent or tardy.
- I will make up any time missed due to excused absences.
- I will learn to use public transportation if at all possible.
- I will follow all the policies and procedures established by the program and host business.
- I will dress according to the dress code and uniform requirements of the assigned host site and/or rotation.
- I will attend monthly Employment Planning Meetings with my PS Instructor, PS Job Coach, VR counselor, Support Coordinator and family supports. I will be an active participant and communicate any issues at the meetings which will be held at least twice during each rotation.
- I will work with my personal and community supports to obtain the supplies from the supply list for my site. (List is distributed at the Host Site Orientation)
- I understand that the desired outcome for me in Project SEARCH is full/part-time paid employment in the community.
- I will actively pursue employment.
- I will receive a Project SEARCH certificate of completion when I complete the program.

I authorize the Project SEARCH to use my name, photograph, and any video-taped activities in media presentations in regards to my participation in Project SEARCH activities.

I have read the above terms and conditions and agree to accept my placement in the Project SEARCH program. I understand that I may be asked to leave Project SEARCH if I fail to follow the terms and conditions.

\_\_\_\_\_  
*Intern Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Parent/Conservator Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Project SEARCH Team Member Signature*

\_\_\_\_\_  
*Date*



Project SEARCH

## **Project SEARCH Adult Program Expectations**

- Meet eligibility requirements for Vocational Rehabilitation
- Meet eligibility requirements for Department of Intellectual and Developmental Disabilities
- Have independent personal hygiene and grooming skills
- Have independent living skills
- Maintain appropriate behavior and social skills in the workplace. Such behaviors as violence, aggression, physical harm, sexually inappropriate behaviors, theft and/or destruction of property will not be allowed
- Take direction from supervisors and change behavior
- Be able to communicate effectively
- Have no more than 3 “*unexcused*” absences per 10 week round (an “excused” absence would include medical appointments, with a doctor's note, or family crises such as death or medical emergency)
- Participate in travel training to insure success in using the bus independently and utilize public transportation *when available*
- Pass drug screen and felony check and have up to date immunizations
- Have the desire and plan to work competitively in the community at the conclusion of the Project SEARCH program

I acknowledge the expectations above

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Conservator

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Applicant

# Project SEARCH Rubric

**Instructions: Please compile this information from the people who know the applicant BEST. Be as honest as possible!**

**Decide which box accurately describes the applicant BEST and place the number 1-5 that corresponds with that box in the score column.**

**Please do not leave any rows blank. Include this with your application packet.**

**Applicant Name:**

Criteria	1	2	3	4	5	Score
<b>Commitment to Community Employment</b>	Is unsure of interest in community employment	Is unsure of interest in community employment but support system is supportive and encouraging	Demonstrates commitment to work but has significant restrictions such as inappropriate work goal, location, type of work, etc.	Demonstrates commitment to work but has a few restrictions	Intern and support system are committed, appropriate and will be flexible to meet the work goal	
<b>Flexibility</b>	Views change unfavorable and is often resistant	Does not multi-task effectively	Is able to perform a few standard tasks simultaneously	Accepts change as part of job and adjusts as necessary	Anticipates the need to alternate between various tasks and does so efficiently	
<b>Independent Daily Living &amp; Self-Care Skills</b>	Has very poor or no independent daily living and self-care skills. May rely on parents and staff for some basic needs to be met	Has not been exposed to any daily living skills training but displays some skills in self-care.	Demonstrates basic proficiency in self-care skills. Self-care skills include toileting, feeding, taking medication, bathing, etc.	Demonstrates proficiency in self-care skills and some daily living skills such as cooking, budgeting and handling money.	Practices and demonstrates daily living skills such as cooking, budgeting, and handling money, and is also able to take care of self-care needs independently	
<b>Appearance and Professional Presentation</b>	Does not possess any personal hygiene skills and clothes are not neat and clean	Always needs assistance in making sure clean clothes are worn daily. Personal appearance varies each day	Needs some assistance in making sure clothes are clean and with personal hygiene skills. Personal appearance may vary occasionally	Is neat, clean and well-groomed most days but may make inappropriate clothing choices for work based on place of business, dress code and weather, without assistance	Possesses good personal hygiene skills and will always arrive to Project SEARCH and/or work neat and clean, according to the dress code and weather	

<b>Transportation</b>	Needs significant individual assistance for transportation	Can ride in an agency van with some individual assistance	Can ride in an agency van with no individual assistance. Willing to learn skills to use public transportation	Can utilize public transportation including a door-to-door system with basic skills	Can utilize public transportation and/or a door-to-door system as well as other transportation options (calling a cab, etc.)	
<b>Appropriate Social and Behavior Skills</b>	Frequently displays inappropriate social and behavior skills	Periodically displays inappropriate social and behavior skills	Has appropriate social and behavior skills but needs some supervision.	Displays appropriate social and behavior skills in most situations	Routinely displays appropriate social and behavior skills	
<b>Interpersonal Communication</b>	Has no grasp of interpersonal relationships	Limited ability to use appropriate body language or engage in appropriate conversation	Engages in some conversation and uses appropriate body language when prompted.	Generally able to independently engage in appropriate conversation.	Routinely uses appropriate tone of voice, body language and conversation topics	
<b>Verbal Communication</b>	Very limited skills to communicate with others	Has some skills to communicate but is not fluent or easily understood	Can be understood with 1-2 repetitions or when asked to speak more clearly	Generally able to be understood.	Exhibits the ability to communicate with others and be understood easily	
<b>Problem Solving and Conflict Resolution</b>	Has no independent problem solving and conflict resolution skills	Has difficulty in problem solving and conflict resolution skills	Has demonstrated capacity to expand problem solving and conflict resolution skills	Possesses good problem solving skills	Possesses good problem solving skills and initiates problem solving independently	
<b>Physical Ability: Mobility and Stamina</b>	Has limited physical abilities as well as limited capacity to take care of own personal needs	Has limited mobility and stamina to perform basic tasks and needs some assistance with taking care of personal needs	Has mobility and stamina to perform basic tasks and ability to take care of own personal self-care needs for two hours	Has the mobility and stamina to perform a broad range of tasks including self-care needs for several hours	Has the mobility, and stamina to perform all tasks including self-care independently for a complete work day	
<b>Pace and Work Quality</b>	Very limited skills to produce quality work in in timely fashion	Can produce work but not at an appropriate pace, productivity, and quality of output	Can achieve appropriate work pace but quality suffers or work quality is sufficient but quantity is affected	Pace and quality of work are generally appropriate and work is neat.	Is able to achieve both quality and quantity of work, maintains neatness/organization and completes work according to deadlines	
<b>Employability Skills</b>	Has not been exposed to any employability training	Has participated in limited or informal employability training	Has had one year or a consistent class devoted to employability skills and has an interest in being employed	Has had more than one year of employability skills training, exhibits some employability skills and has an interest in being employed	Has had more than two years of employability skills training, exhibits many employability skills and has a strong interest in being employed	

<b>Prior Work Experience</b>	Has no prior work experience	Has limited work experience	Has volunteer, enclave or paid work experience	Has up to one year of paid integrated employment	Has had more than one year or multiple successful experiences of paid integrated employment	
<b>Academic Skills</b>	Cannot read nor do any simple math computations	Has some basic academic skills such as rote counting and can file using two to three digits with numbers or letters	Can read and comprehend functional information at or above a 2nd grade level and can perform simple math computations (with or without a calculator)	Can read and comprehend material at or above a 4th grade level, can tell time with a clock or analog watch to five minutes and count money/make change	All academic skills are above a 6th grade level	
<b>Computer Skills</b>	Has no computer skills	Understands what a computer is but needs constant prompting to access information	Has basic knowledge of keyboard and keyboard functions and can access information on the computer with prompting	Can utilize some Microsoft products at a beginner level with limited prompting	Can access internet, utilize search engines for information and for entertainment independently	
<b>Team Work</b>	Shows little effort in helping others	Focuses on his/her needs to the exclusion of others	Will assist others with task when asked	Volunteer to assist others when not part of his/her responsibility	Recognizes when coworker needs help and is willing to provide assistance	

**Names of people who collaborated on this rubric:**