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MARRIOTT FOUNDATION

FOR PEOPLE WITH DISABILITIES

Because the future needs everyone.

EMPLOYMENT OF PEOPLE WITH DISABILITIES:

A Sound Business Decision

The Labor Challenge

One of the greatest challenges facing American businesses today is maintaining a qualified workforce. Statistics show that the "baby boom" generation -- people born from 1946 to 1964 -- are having only about half as many children as their parents did. As a result, the number of 16 to 24 year olds entering the labor force will continue to fall. The result will be an ongoing reduction in traditional applicant sources -- especially for entry level positions.

It is clear that employers must rethink the way they've been doing business. Attracting and managing an increasingly diverse workforce will be critical to success through the rest of the 1990s, and beyond.

An Overlooked Resource: People with Disabilities

Many companies continue to expand their recruitment efforts to target minorities, women and older workers. However, people with disabilities represent another market which has been largely overlooked. With ongoing shortfalls in other applicant groups, as well as the Americans with Disabilities Act mandate of equal job opportunities for people with disabilities, employers can no longer afford to overlook this group.

A 1994 Harris poll indicated that there are currently more than 29 million working age adults with disabilities in the U.S. Approximately 20 million are unemployed. Nearly 80 percent of those would like to work but do not.

Traditionally, people gain their first job experience while in high school. However, for students with disabilities, these opportunities are often temporary or non-existent. National studies have shown that well over 50 percent of the country's 250,000 special education students who leave the educational system annually remain unemployed one year later. Many more are underemployed.

Historical Barriers

Employers have been reluctant to hire workers with disabilities for a number of reasons. Common barriers to employment have been:

- * Lack of awareness about people with disabilities and how they can contribute.
- * Lack of awareness about how to hire people with disabilities.
- * Lack of understanding or knowledge about job accommodations.
- * Lack of awareness of support services offered by community organizations.
- * Concerns on the part of co-workers and managers about people with disabilities in the workplace.

Benefits

According to many companies that have hired people with disabilities, these individuals generally are motivated, capable and dependable. A 1987 Harris poll found that almost 90% of workers with disabilities received "good" or "excellent" performance ratings from their managers. Managers also felt that employees with disabilities did their jobs as well as -- or better than -- other employees in similar jobs, and that these workers were no harder to supervise than other employees.

The 1994 Harris survey found that nearly 70 percent of adults with disabilities who are working, or are willing and able to work, do not need special equipment or technology in order to perform effectively. A 1994 study sponsored by the federal government found that nearly 20 percent of accommodations cost nothing, while another 50 percent cost less than \$500.

A DuPont survey found that employees with disabilities are ranked by supervisors higher on safety issues than their non-disabled peers. This finding is supported by recent U.S. Department of Labor studies.

Employing people with disabilities need not be a complicated process. Many community agencies stand ready to offer technical assistance. They include local and state vocational rehabilitation organizations which provide assistance with recruiting, screening, hiring, job analysis, training and job accommodation. Additionally, a range of federal and state programs may offer employers compensation for accommodations or other expenses related to the employment of people with disabilities.

There are no compelling reasons to eliminate job seekers from consideration simply because they have a disability. Rather, it is in the best interest of employers to broaden the applicant pool in every way possible. Individuals should be judged on the skills and ability they offer. It simply makes good business sense.

EMPLOYMENT OF PEOPLE WITH DISABILITIES

Common Employer Questions

Why should I look to people with disabilities to fill vacant positions in my company?

People with disabilities represent a target market for recruiting employees that has been largely overlooked. They represent a significant pool of potential applicants who repeatedly get high marks from managers on job-related issues. A U.S. Census study found that there are currently more than 29 million working age adults with disabilities in the United States. Approximately 20 million are unemployed. Nearly 80 percent of those would like to work but do not.

With the implementation of the Americans with Disabilities Act in 1990, businesses must provide equal opportunity and reasonable accommodations to people with disabilities. Employers prepared to work effectively with this source of workers will not only be better able to meet the letter and spirit of this law, but will have a competitive advantage in recruiting and retaining the most qualified workforce possible.

Is it expensive to make adjustments to the work place to accommodate employees with disabilities?

Generally, no. In fact, a 1994 Harris survey found that nearly 70 percent of adults with disabilities who are working, or are willing and able to work, do not need special equipment or technology in order to perform effectively.

However, employers have always made adjustments in the workplace to accommodate the needs of employees and the same flexibility should be extended to people with disabilities. A 1994 study sponsored by the federal government found that nearly 20 percent of accommodations cost nothing, while another 50 percent cost less than \$500. In addition, the Internal Revenue code may provide significant tax deductions to businesses to make their facilities and equipment accessible to persons who are disabled.

Is it difficult to supervise employees with disabilities?

No more than other employees. A 1987 Harris poll found that 82 percent of managers said employees with disabilities were not harder to supervise than employees without disabilities. Employees with disabilities should be held accountable to the same job standards as any other employee. Managers should be confident that their supervisory skills will work equally well with employees with disabilities.

Do employees with disabilities perform as well as employees without disabilities?

According to many employers who have hired people with disabilities, these individuals generally are motivated, capable and dependable. The 1987 Harris poll found that almost 90 percent of workers with disabilities received "good" or "excellent" performance ratings from their managers. Managers also felt that most employees with disabilities did their jobs as well as -- or better than -- other employees in similar jobs. As with all employees, it is important to match abilities, interests and experience with job requirements.

Will employees with disabilities be absent more than employees without disabilities?

In a DuPont study, the company found that 85 percent of its employees with disabilities rated average and above average on attendance, only slightly less than the rating for other employees. A study by International Telephone and Telegraph of a 2,000 member plant with 125 employees with disabilities found that these employees had fewer absences than their coworkers.

Do employees with disabilities have good safety records?

Yes. The DuPont survey found that its employees with disabilities were ranked by supervisors higher on safety issues than their non-disabled peers. U.S. Department of Labor studies support this finding.

What salary range is fair?

Employees with disabilities should receive prevailing wages and benefits, based on productivity and job performance.

Will hiring people with disabilities cause my workers' compensation rates to rise?

Workers' compensation rates are based upon injury experience for a company, not upon the composition of the workforce. Given the excellent safety record of people with disabilities, there is no reason to expect rates to increase.

MARRIOTT FOUNDATION FOR PEOPLE WITH DISABILITIES

Bridges...from school to work

Participating Employers*

Montgomery County, Maryland: (established spring 1990)

A.B. & A. Heating and Air Conditioning	Columbia Union College
A Dollar & More	COMSAT Corporation
AMC City Place 10 Theatres	Courtyard by Marriott
American Eagle Outfitters	CSI Security, Inc.
American Marketing Services	CVS/Pharmacy
Armed Forces Institute of Pathology	Designs Unlimited
Asburton Day Care	DicMar Trading Company, Inc.
Asbury Methodist Village	Docktor Pet Centers
Aspen Hill Florist, Inc.	Drums Unlimited, Inc.
Aspen Publishers Inc.	E U Services
Aspen Systems Corporation	Eastern Waste Industries, Inc.
Avenel Community Association, Inc.	Erol's Inc.
The Bagelry Inc.	Express Autowash and Detailing Center
Bain's Deli	First American Bank
Balmar Printing and Graphics	Footlocker
Bedford Court by Marriott	Fotomat Corporation
Bechtel Power Corporation	Foulger-Pratt Construction, Inc.
Berard Software & Engineering	Fresh Fields Markets, Inc.
Best Products, Inc.	Fuddrucker's Restaurant
Bethesda Business Service	Gaithersburg Marriott
Bethesda Marriott	Gazette Newspapers
Blockbuster Entertainment Corporation	Giant Food Inc.
Bob's Big Boy Family Restaurants	Glen Industrial Communications, Inc.
Bonanza Coin and Stamp	Grease'n Go
Booz-Allen & Hamilton, Inc.	Great American Cookie Company
Branch Electric Supply	The Hair Cuttery
Bright Eyes Day Care Center	Hard Rock Cafe
Brooke Manor Country Club	Hardee's
Britches Basement	Hardware City Home Center
Burger King Restaurants	Hechinger Company
Business Publishers, Inc.	The Hecht Company
Caterair International	Herman's
Cellular One	Hewlett-Packard Company
Chi-Chi's Mexican Restarante	Holy Cross Hospital
Chuck E. Cheese Pizza	Holy Ghost Fathers
Childtime Child Care	Hot Shoppes Restaurants
Child Kind Day Care Center	House of Fabrics
City of Gaithersburg Parks Department	Hudson Trail Outfitters
Colonial Shell Station	Hyatt Regency Bethesda
Colorfax Photo	International Business Machines (IBM)
	International Total Services

JBM Construction
Jerry's Sub Shops
Jiffy Lube
Johnson's Flower & Garden Shop
Kaiser Permanente
Kemp Mill Music
Ken Haven Animal Hospital
Kitchen Bazaar, Inc.
Kmart Stores
The Knife and Fork Caterers, Inc.
La Madeleine Bakery
Ledo's Pizza
Lerner's New York
The Limited
The Limited Too
Ling-Ling Oriental Market
Little Acorns Day Care Center
Little Caesar's
Loehmann's
Loiederman Associates, Inc.
Lowe's Washington Cinemas, Inc.
Magnum Security and Investigative Services
Magruder's Inc.
Marriott International, Inc.
Marshalls
Maryland National Capital Park and
Planning Commission
McDonald's Restaurants
McFadden & Associates, Inc.
Merchant Tire
Meridian Healthcare Center At Aspenwood
Merry-Go-Round
Mid-Atlantic Data Systems
Miles Glass Company, Inc.
Minnesota Fabrics, Inc.
Minuteman Press
MJ Designs
Montgomery Child Day Care
Association, Inc.
Montgomery County Department
of Recreation
Montgomery County Government
Montgomery County Public Libraries
Montgomery County Public Schools
Montgomery County Recycling Center
Montgomery County Register of
Wills Office
Montgomery Hospice Society

Montgomery Mall Exxon
Moshe's Woodwork
National Center for Missing
& Exploited Children
National Institutes of Health
National Naval Medical Center
National Rehabilitation Information Center
National Tire Wholesale
Nationwide Collision Experts, Inc.
Norbeck Country Club
Nordstrom
North Potomac Children's Center
North Rockville Veterinary Hospital
Nutech Services
The Oaks at Four Corners
O'Hair Salon
The Hebrew Home of Greater Washington
Olney Ale House
P & D Enterprises, Inc.
P. T. Moran
PACE Membership Warehouse, Inc.
Pearl Art & Craft Supplies, Inc.
Peppertree Child Care
Petdale
Pet Stuff
Pier One Imports
Pizza Hut of Washington
Pizza Stop
Poretsky Childcare Center
Potomac Electric Power Company (PEPCO)
Prestige Cleaners
Radio Shack
RecordTown
Rich's Deli
Riggs Bank of Maryland
River Road Children's Center
Rock Creek Day Care Center
Rockville Instant Printing
Rockville Pet Hotel
Ross Dress For Less
Roy Rogers Family Restaurants
Safeway Inc.
Sears Roebuck and Company
Seibel's Restaurant
Shady Grove Adventist Hospital
Shoney's Restaurant
Siebert's Restoration
Silo Inn

Silver Screen Video
Sizzler Restaurant
Snowden Funeral Home
The Sports Authority
Stadler Nursery
Staples, Inc.
Starbucks Coffee
Suburban Hospital
Sugarloaf Advertising Agency
Sunny's Surplus
Sutton Place Gourmet
Takoma Park Animal Clinic
Thom McAn Shoe Store
Tom and Ray's Restaurant
Tower Records & Video
Tracor Applied Sciences, Inc.
Trak Auto
TransCen, Inc.
United Artist Cinema
U.S. Alcohol, Drug Abuse, and Mental
Health Administration
U.S. Consumer Product Safety Commission
U.S. Department of Energy
U.S. Department of Transportation
U.S. Food and Drug Administration
U.S. Naval Surface Warfare Center
U.S. Public Health Service
University Research Corporation
Video Transfer
Walnut Hill Exxon
Watkins-Johnson Company
Waxie Maxie's
Weis Markets, Inc.
Wheaton Cycles, Inc.
Williams Feed and Garden Shop, Inc.
Woodlin Child Development Center
Woodward & Lothrop
F. W. Woolworth & Company
Working Press, Inc.
YMCA of Greater Metropolitan Washington
Zany Brainy

Chicago, Illinois: (established summer 1990)

Access Living
ALL for ONE
Amoco Corporation
Andy Frain
Ann Sather's Restaurant
Appetizers, Inc.
Arthur Andersen & Co.
The Art Institute of Chicago
Athlete's Foot Inc.
Augustana Center
Banker's Life & Casualty Company
Barking Lot
Barnes & Noble
Berny Herms
Best Buy Inc.
Bird - X
Bismark Hotel
Black Industrial Supply Corporation
Blackstone Hotel
Blockbuster Entertainment Corporation
Boudin Sourdough Bakery & Cafe
Boys & Girls Club of Chicago
Bricktown Square Theaters
Brightview Nursing Center
Burlington Coat Factory
Butera Finer Foods
Calumet Meat Company
Carson Pirie Scott
Chernin's Shoemart Express
Chicago Board of Trade
Chicago Cubs
Chicago Marriott Downtown
Chicago Park District
Chicago Sun-Times
Children's Memorial Hospital
Children's Play World
Citibank Federal Savings Bank
City of Chicago, Department of
 Cultural Affairs
City of Chicago, Department of Purchasing
Claridge Hotel
Cloud 9
Concordia College
Congress Hotel
Connie's Pizza
Courtesy Home Center
Courtyard by Marriott
Cub Foods
Cupid Candies
Days Inn
DeJaiz
Deli on Dearborn
Dobbs Cafeteria
Dominick's Food Stores
The Drake Hotel
Edgewater Hospital
The Elms
Empak Corporation
F & M Retail Stores
Fairmont Hotel
Fashion Bug
Federal Reserve Bank of Chicago
First National Bank of Chicago
Ford City Cinema
Four Seasons Hotel
G. Earles Management
The Gap
Gentry Shops
Gethsemanie's Flowers
Gingiss Formalwear
Goldblatt's
Gonnella Bakery
Granite & Marble World Trade
Great Ace
Helene Curtis
Host International
Host Marriott
Hyatt Regency Suites
Hyde Park Theatre
I Can't Believe It's Yogurt
Illinois Bell Telephone Company
Illinois Masonic Hospital
Independence Bank
The Inn at University Village
Jacob Suchard/Brach's Candy, Inc.
Jewel Foods
Joda Foods
Kmart Stores
Kids R Us
Latin United Community
 Housing Association
Le Chateau
Legal Clinic for the Disabled

Loretta Hospital
Loyola University
Luster Products
MC Mages
Marriott Suites
Marshall Field's
Marshall Field's Distribution Center
Marshalls
McCormick Center Hotel
Mercy Hospital and Medical Center
Michael's Restaurant
Midway Airport Food Services
Mars, Inc.
Modern Specialties
Montgomery Ward & Co.
Moo & Oink, Inc.
Mount Sinai Hospital
Neiman Marcus
The Net
The Northern Trust Company
Northwestern Memorial Hospital
Northwestern University
Northwestern University Medical Center
O'Hare Hilton
O'Hare Marriott
Oil Express
Old Country Buffet
Omni Food Stores, Inc.
OSCO Drug Stores
Payless Shoe Source
Pen Prints
J.C. Penney Company
Peoples Energy Corporation
Perry Drugs
Phar-Mor
Pizza Hut
Probus Publishing
The Quaker Oats Company
Ravenswood Hospital
Red Lobster
Rehabilitation Institute of Chicago
The Ritz Carlton Hotel
Ruby Tuesday's
Rush - Presbyterian St. Lukes
Medical Center
St. Joseph Hospital
Sears Roebuck & Company
Seaway National Bank
Seiler's

Sew Crazy
South Shore Bank
Sportmart
Sports Service/The New Comiskey Park
Super Giant Foods
Thorek Hospital and Medical Center
Top Notch Silk Screening
Toys R Us
True Value Hardware
Unique Boxes
United Center
U. S. Department of Health and
Human Services
U. S. Department of Labor
U. S. Postal Service
University of Chicago
The University of Illinois at Chicago
Venture Stores
Village Foods
Walgreen's
We'll Clean
Weiss Memorial Hospital
White Castle Restaurants
White Glove, Inc.
Whole Foods
Wolfy's
F. W. Woolworth & Company

San Francisco, California: (established fall 1990)

Alamo Rent-A-Car
Alcatraz Restaurant
AMC Kabuki 8 Theatres
Alternative Family Services
American Building Maintenance Co.
American Woodcraft
Another Dancing Bear Inc.
Bank of America
Bay Area Rapid Transit
Bechtel Group, Inc.
Bed and Bath Superstore
Bippidy-Bop Pre-School
Blockbuster Video
Blondie's Pizza
Boudin Sourdough Bakery & Cafe
Burger King Restaurants
Cafe Pescatore
Cala Food Stores
California Academy of Sciences
California State Automobile Association
Carroll's Barber Shop
Castro Chevron
Central Allied Glass
Chevron Corporation
Circle Gallery
Citibank Federal Savings Bank
City Eats
Clothestime
Coca-Cola Bottling Co. of California
Cocotan
Columbia Park Boy's Club
Copeland's Sports
Cyberstation
Harry Denton's Restaurant
Detail Conscious
Edgewood Children's Center
The Emporium
The Exploratorium
Fine Cabinets
Fine Lines Skin Care Salon
First Republic National Bank
Flex-Soft, Inc.
Flowermarket Cafe
Fog City Cycles
Foote Cone & Belding
Fox Hardware
Galaxy Theater
The Gap
Gap Kids
GG Enterprises
Gigler Auto Body
Giovelli's Pizza Inc.
Golden Gate Parks and Recreation
Good Earth Restaurant & Bakery
Good Life Grocery
Great Pacific Patagonia
Habitat
Harvest Market
Herman's Sporting Goods
Imaginarium
Internal Revenue Service
Jungle Fun & Adventure
Kentucky Fried Chicken
Kimpton Hotel & Restaurant Group, Inc.
Kinderhaven
Laurel Wine & Cheese
Le Petite Boulangerie
Lighthouse for the Blind
Linda Connelly & Associates
Lindmar Inc. "Spirit"
Loehmann's
Lyon's Restaurant
Bob Mandell's Costume Shop
Marriott Management Services
Marshalls
McDonald's Restaurants
Merrill's Drug Center
Monterey Pasta Company
Mrs. Field's Cookies
NFL Shop - Pier 39
Neptune's Palace Restaurant
Office Depot
Pacific Gas and Electric Company
Patrick's & Company
Pay 'n' Pac
J.C. Penny Company, Inc.
Petrini's
Pip Printing
Planter's Nursery
Powerhouse Gym

Professional Messenger Service
Public Advocates, Inc.
Rainbow Grocery
Randall Museum
Redwood Empire
Rolling Pin Donuts
Rose Express
Rosen, Bien & Asaro
Ross Dress for Less
Round Table Pizza
Safeway Stores Inc.
Sam Goody Records
San Francisco Bay Club
San Francisco Giants
San Francisco Marriott
San Francisco State University Library
San Francisco Zoological Society
Signs America
Simply Cotton
Sloat Garden Center
Sojourner Truth
Stacey's Books
Starbelly Childcare
State Compensation Insurance Fund
Sunnyside Retirement Home
T.G.I. Friday's
Toys R Us
24 Hour Nautilus
Unibind
United Parcel Service (UPS)
Vascarrezza Glass
Walgreen's
Wells Fargo Bank
West Portal Paint & Hardware
Western Addition Youth Action Center
Westin St. Francis Hotel
Wherehouse Entertainment
F. W. Woolworth & Company
YMCA
Youth For Service

Washington, D.C.: (established fall 1991)

AMC City Place 10 Theatres
Action
American Courier Express
Ames
Annie's Cleaners
Armstrong Preparatory School
Arthur Andersen & Co.
Banana Republic
Berlin's Unisex Creative Hair Styles
Blockbuster Entertainment Corporation
Boston Chicken
Anthony Bowen YWCA
Center for Early Learning, Inc.
Circuit City Express
Crushman, Darby & Crushman
CVS/Pharmacy
Dirksen Senate Office Building Restaurant
Discovery Zone
D. C. Department of Public Works
D. C. Public Library
Door Key Day Care
FAO Schwartz
Federal Reserve System
First Rock Baptist Church
Ford's Theatre
Four Stars Beauty Salon
Friends of the National Zoo (F.O.N.Z.)
Georgetown University Conference Center
Giant Food Inc.
Greater Southeast Hospital
Hechinger Company
Holiday Inn
Holiday Inn Capitol
Howard University
Howard University Hospital
Hyatt Regency Hotel
Intelsat, Inc.
Interstate Cleaning Corporation
J. Crew
JW Marriott Hotel
Janjer Enterprises, Inc.
Kentucky Fried Chicken
L & N Seafood
Mamie D. Lee School
Marriott Management Services
McDonald's Restaurants
Montgomery Ward & Co.

Martin Luther King Jr. Library
Metro Auto Service
National Association of State Directors of
Special Education
National Rehabilitation Hospital
National Zoological Park
The Owl School
P & T's 1010 Sub Shop 'n Carry Out
Papa's Chicken
Pizza Hut
Planet Building Maintenance
Potomac Electric Power Company (PEPCO)
Roy Rogers Family Restaurants
Safeway Inc.
Shakespeare Theatre
The Shakespeare Theatre at the Folger
The Sharper Image
Silver Spring Day Care
Southeast Health Care System
Smithsonian Museum Shops
Staples
Strauss Photo-Technical Services
Stuff 'N Turkey
Subway
Superior Court House Cafeteria
Super Tots
Sutton Place Gourmet
The Sweet Factory
Taco Bell
The Thomas House
Timothy's Coffee
Tony and Joe's Seafood Place
Tourmobile Sightseeing
TransCen, Inc.
U. S. Department of Defense
U.S. Department of Energy
U. S. Federal Reserve System
U.S. Food and Drug Administration
U.S. Senate Restaurant
USAir Cargo
Walden Books
Washington Hospital Center
Washington Marriott
Washington Nursing Facility
Woodward & Lothrop
WYCB Radio Station

Los Angeles California: (established fall 1992)

Acapulco Restaurants, Inc.
Baldwin Hills Theater
The Biltmore Hotel
Bob's Big Boy Restaurant
Boerner Truck Center
Burger King Restaurants
California State Workers Compensation
Administration
Casa Descanso Convalescent Hospital
Cinerama Dome
Circuit City
Coco's Restaurant
CODA
The Continental Cable Company
Convalescent Care Hospital
Denny's Restaurants
El Pollo Loco
Fedco, Incorporated
The First Street Store, Ltd.
Foundation for the Junior Blind
The Gap
Elaine Gaspard & Associates
Giant Video
Greater Los Angeles Zoo Association
The Greek Theatre
Guess Incorporated
Herman's Restaurant
Holiday Inn
The Home Depot
Host International
Host Marriott
I Cugini Trattoria
Imperial Fine Custom Cabinetry
Inglewood Animal Hospital
Inner City Cinemas
International House of Pancakes Restaurant
J.W. Clothing
JW Marriott Hotel at Century City
Jack in the Box
Kmart Stores
Kentucky Fried Chicken
Lerner New York
Los Angeles Airport Marriott
Los Angeles Conservation Corps
Los Angeles County Sheriff's Department
Los Angeles Dodger Stadium

Los Angeles Dodgers
Los Angeles Job Corp Center
L.A. Mayflower
Los Angeles Memorial Coliseum
& Sports Arena
Loyola Marymount Law School
Lyric Preschool & Kindergarten
Maria's Bakery
Marriott Management Services
Mattel, Inc.
Mayfair Market
McDonald's Restaurants
Mervyn's
Musicland Group, Inc.
J.J. Newberry's Stores
North American Van Lines
Northeast YMCA
Ogden Entertainment Services
The Olive Garden Italian Restaurant
Pinkerton Security and Investigation Services
Price-Costco
Rally's Hamburgers
Roadway Package System, Inc.
Ross Swiss Dairies
Sears Roebuck and Company
Sizzler International, Inc.
Social Vocational Services, Inc.
Sony Corporation
Sony Pictures
Staples, Inc.
Starlight/Legends Productions
Taco Bell
Tempo Records
Thrifty Drugs
T.J. Cinnamon
TAIX French Restaurant
20/20 Video
United Parcel Service
University Sizzler Restaurant
Wackenhut Security Systems
Wherehouse Entertainment
Wilbur Curtis Company, Inc.
YOU SAID IT

San Mateo County, California: (established spring 1993)

Bartlett's Auto Body
Baker's Square Restaurants
Burger King
Century Park 12 Theater
Circle M Stores
Courtyard by Marriott
Excursions in Learning
Little Caesar's Pizza
Lucy Stern Dining Hall, Stanford University
Lytton Gardens
Max's Bakery & Kitchen
Network Equipment Technologies
Ocean Shore Printing
Palcare
Peter Pan BMW
Photo Time
Price-Costco
Ross Dress For Less
Roundtable Pizza
Seabreeze Cafe
Starbucks Coffee
United Artists Six Theater
Wax Works
YMCA

*Partial List

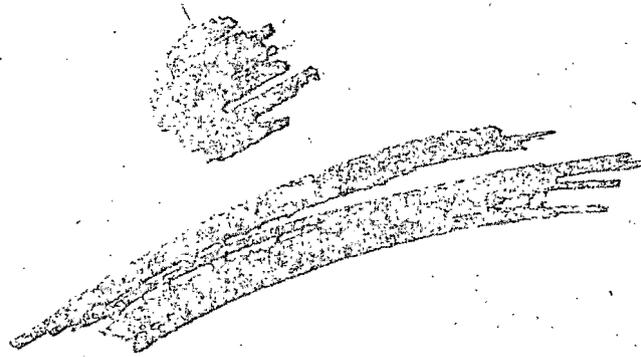
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Bridges

from school to work

**A project of the Marriott Foundation
for People with Disabilities**

Because the future needs everyone.

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BRIDGES...FROM SCHOOL TO WORK

"Bridges...from school to work" is a transition program established by the Marriott Foundation for People with Disabilities in 1989 to foster the employment of young people with disabilities. The program develops paid internships for students with disabilities in their final year of high school.

Bridges has two key purposes: to provide students with job training and work experience that enhance employment potential, and to help local employers gain access to an often overlooked source of employees. The Bridges program gives young people with disabilities the opportunity to learn, grow and succeed through a project that involves employers, schools, students and their parents. Below is a brief overview of roles and responsibilities:

Marriott Foundation for People with Disabilities: Selects and oversees the organization that serves as the administrator for the Bridges programs. The administrator directs all aspects of the local Bridges programs through a project director and employer representatives who:

- * Work with employers to identify potential internship positions and job requirements.
- * Develop appropriate student internship matches based on analysis of worksite/job needs and student interests and abilities.
- * Assist company personnel in working effectively with intern.
- * Provide on-site, follow-up support to the employer and student during the internship.
- * Assist the employer in conducting regular performance appraisals of the intern, including final evaluation at the completion of the internship period.

The Employer:

- * Selects managers and supervisors to attend disability awareness training.
- * Works with program staff to identify and analyze potential paid internship positions.
- * Interviews students referred for internships and makes final selection decisions.
- * Utilizes the program's staff to assist company personnel in orienting, training, supervising, monitoring and evaluating the intern.

The School System:

- * Identifies and recommends students with disabilities in their final year of high school for participation in the program.
- * Assists students in applying and interviewing for participation in the program.
- * Maintains regular contact with the program's employer representatives.
- * Provides additional support to the interns and their families, as needed, and integrates the student's internship experience into the school program.

Because the future needs everyone.

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MARRIOTT FOUNDATION FOR PEOPLE WITH DISABILITIES

The Marriott Foundation for People with Disabilities was established in 1989 by the family of J. Willard Marriott, founder of Marriott Corporation. Richard E. Marriott, chairman of Host Marriott Corporation, serves as chairman of the Foundation's board of trustees. Other board members are Dr. I. King Jordan, president of Gallaudet University, and Jay Rochlin, former executive director of the President's Committee on Employment of People with Disabilities.

The Foundation's mission is to foster the employment of young people with disabilities. To achieve this, the Foundation developed and operates a transition program, "Bridges...from school to work," which places students with disabilities who are in their final year of high school in internships with local employers. The Bridges program was launched in Montgomery County, Maryland, headquarters for Host Marriott Corporation and Marriott International, Inc., in 1989. It has since expanded to Chicago; Fairfax County, Virginia; Los Angeles; San Francisco; San Mateo County, California; and Washington, D.C. In fall 1995, the program will begin operating in Atlanta.

Education, training and support are central to the Bridges model. To prepare interns for the workplace, the program provides orientation and training for students and their parents. To assist employers, Bridges presents seminars on employing people with disabilities that address workplace issues such as communication, supervision and discipline. To support the internships, Bridges employer representatives help identify appropriate positions, match student interests and capabilities with job requirements, and provide ongoing assistance to employers and interns. To date, Bridges has placed approximately 1,800 students in internships with some 700 employers.

The Foundation involved a number of nationally recognized consultants in designing the Bridges program. TransCen, Inc., which specializes in school-to-work transition, played a primary role in developing the model and serves as the administering organization for the local programs. A preeminent developer of work place training, Milt Wright and Associates assisted in designing student and employer training components. Widely acknowledged for leadership in supported employment training, the Virginia Commonwealth University's Rehabilitation Research and Training Center was a key advisor.

The Marriott Foundation for People with Disabilities is a not-for-profit organization under Section 501(c)(3) of the Internal Revenue Code. The Foundation's Bridges projects are funded in part by grants from the U.S. Department of Labor and the U.S. Department of Education, Office of Special Education and Rehabilitation Services.