

Project Description

Stir It Up Bakery is a premium bakery located in Grand Rapids, MI that provides employment opportunities for individuals with intellectual and developmental disabilities.

The Purpose

The purpose of the doctoral capstone was to continue the expansion of program development of the business by expanding professional skills training for adults with disabilities, and creating additional curriculum to increase independence in their job performance skills.

Expert Mentor

Zoe Bruyn
Founder & CEO
Stir It Up Bakery

Faculty Mentor

Beth O'Rourke, OTD, OTR/L, BCPR
Associate Professor
Huntington University Doctoral Occupational Therapy Program



Project Outcomes

- **Implemented safety and health solutions through ergonomic program development to reduce physical risk factors when carrying out essential job functions at the bakery.**
 - Educated proper body mechanics to all employees
 - Created an ergonomic education handout for all employees to use for future reference
 - Led an ergonomic training session with all employees at the bakery
- **Created a new programming process to increase independence and completion of job performance.**
 - Visual management board
 - Goal board
 - Packaging board
- **Developed a job description form for the baker job position.**
 - Roles and responsibilities
 - Qualifications and skills
- **Expanded the current onboarding baker training manual to increase transition of job skills more efficiently during the orientation process.**
 - General baking practices
 - Cell phone use policy
 - Ergonomic education
 - Open Communication responsibility
 - Manual Dishwashing Instructions, etc.
- **Completed a for-profit grant application to increase proficiency in program enhancement and community outreach.**
 - Amber Grant through *Womens.Net*
 - Supports woman entrepreneurs

Mission & Vision Statements

Project Vision Statement

To promote occupational justice and inclusion for individuals with disabilities in the workforce, and expand the curriculum to a more unified, effective, standardized program to overall benefit the larger population.

Project Mission Statement

To empower individuals with disabilities pursuing integrated employment, and provide advocacy and training to increase their professional skills.

OT Scope of Practice

- For many individuals with intellectual and developmental disabilities, participation in supported employment can be difficult to achieve.
- As occupational therapists, it is within our scope of practice to promote occupational justice and empower clients to seek and obtain resources to fully participate in their daily life occupations, including employment participation.
- Supported employment can be an integral component to advancing independence in life skills and enhance purpose for individuals with intellectual and developmental disabilities.
- Occupational therapists can provide a more holistic approach to improve employment outcomes for individuals with disabilities, by integrating employment support, client factors, and an understanding of elements that influence employment participation.

Deliverables

Deliverable 1

Copy of Grant Application

Deliverable 2

Copy of Updated Stir It Up Onboarding Baker Training Manual

Deliverable 3

Copy of Ergonomic Education Handout

Deliverable 4

Stir It Up Instructional Strategies Binder

Deliverable 5

Copy of Baker Job Description Form

Future Implications for OT

- Stir It Up Bakery is one of many creative providers in hiring individuals with intellectual and developmental disabilities to empower individuals' self worth, and increase their overall quality of life.
- It is important to be mindful of the instructional strategies used within the curriculum of Stir It Up as it may become a reference for a future societal platform towards employment outcomes for individuals of all abilities.
- Individuals with disabilities can achieve employment if provided with the right opportunity, the necessary supports, and seen as an equal contributor to society, regardless of their disability.



Stir It Up Website:
<http://stiritupbakery.com/>



KEY REFERENCES

*Full reference list and image reference list available upon request