

Expanding Apprenticeships through AIM, Part 2

Tuesday, March 31, 2020 | 3:00p -4:00p EST



Apprenticeship Inclusion Models (AIM)



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Introductions



Apprenticeship Inclusion Models (AIM)



Presenters



Mark Genua (left)

Associate Director, JFF

Former Director of Apprenticeship Strategies, Philadelphia Works



Ralph Roach (right)

M.S., CRC, PA-LPC

*Manager, Office of Vocational Rehabilitation
Pennsylvania Department of Labor and Industry*

Agenda

- Welcome and introductions
- Refresher of AIM initiative & previous webinar
- Designing inclusive apprenticeships
 - Assumptions & key questions
 - Reflections from guest speakers
- Q&A (send questions via chat)
- Close

AIM Overview



Apprenticeship Inclusion Models (AIM)



Apprenticeship Inclusion Models (AIM) Initiative

Funded by: USDOL Office of Disability Employment Policy (ODEP)

Focus: Expand access to occupational skills training, credential attainment, and job placement and retention through apprenticeship and pre-apprenticeship models for working-age youth and adults (16-64) with disabilities

Goal: Learn as much as possible about how the apprenticeship and pre-apprenticeship model is serving and can be adapted to expand support for people with disabilities

Approach: Support, research, and evaluate innovative apprenticeship pilot models in high-growth, in-demand industries/sectors (e.g., IT, healthcare, and advanced manufacturing)



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Office of Disability Employment Policy

- ODEP is the only non-regulatory federal agency that promotes policies and coordinates with employers and all levels of government to increase workplace success for people with disabilities.

Source: <https://www.dol.gov/odep/>



Apprenticeship Inclusion Models (AIM)



AIM Pilot Sites

- Microsoft
- Amazon
- Healthcare Career Advancement Program (H-CAP)
- Industrial Manufacturing Technician Apprenticeship Program (IMT)

Objective

- Build apprenticeship pathways to drive pipelines for youth and adults with disabilities into high-demand, well-paying careers
- Gain insights on how to scale up inclusive apprenticeship
- Contribute ideas and actionable practices to the national conversation on apprenticeship

AIM Project Overview

AIM Project Overview - Site Activities

Site-Level TA

- One-on-one coaching
- Customized resources
- Consultation with Subject Matter Experts

AIM Internal Network

- Webinars
- Peer Networking
- Resource Library
- Tools

Research and Outreach

- Interviews
- Site visits
- Consultation on policy and practice briefs
- Presentations at virtual and in-person events

Expanding Apprenticeships Through AIM, Part 1

- Introduction to AIM initiative
- Foundational components of designing a Registered Apprenticeship or pre-apprenticeship program
- Youth apprenticeship and new sector apprenticeships

Designing inclusive apprenticeships



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Assumptions

- SHRM (Society for Human Resource Management) defines **inclusion** as “the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success”.
- In the context of work-based learning and apprenticeship, this can include thinking about **universal design, accommodations, accessibility, manager training, recruitment** in a way that benefits workers with traditionally perceived barriers to employment, not limited to people with disabilities.

Key questions

- What are some immediate elements to consider when designing an inclusive apprenticeship or work-based learning program?
- What are some low-cost, high-impact strategies to make existing programs more inclusive?
- How have programs engaged partners in the work?
- Which specific occupations or industries could offer more promising apprenticeship opportunities for people with disabilities than other occupations or industries?

Mark Genua

Formerly of Philadelphia Works



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Philadelphia Works

Federal & State
Workforce Funding
(WIOA, TANF, EARN,
& Grants)



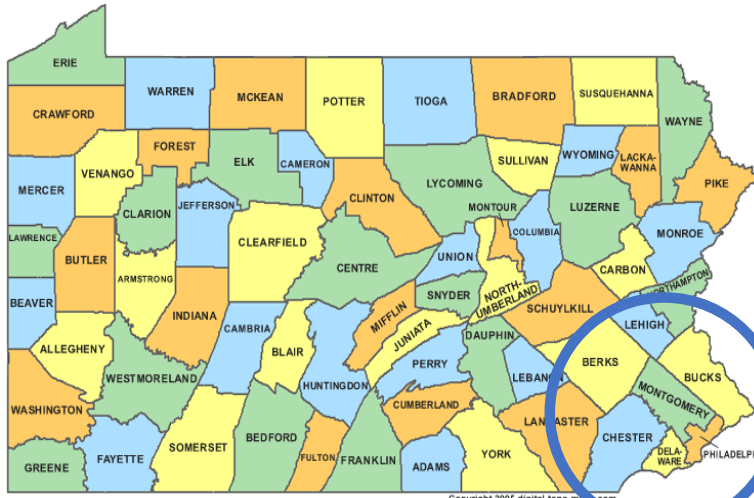
Partner
Organizations &
Employers



Apprenticeship Inclusion Models (AIM)



Philadelphia Works – Investments and Occupations



Occupations Registered (or soon to be)

- Direct Support Professional
- Registered Behavior Technician
- Advanced Home Health Care Aid
- Medical Assistant
- Retail Pharmacy Technician
- Early Childhood Education Teacher
- Biomedical Research Technician
- Computer Programmer
- Computer Support Specialist
- IT QA Analyst
- IT Project Manager
- Industrial Manufacturing Technician
- Industrial Maintenance
- General Facility Maintenance

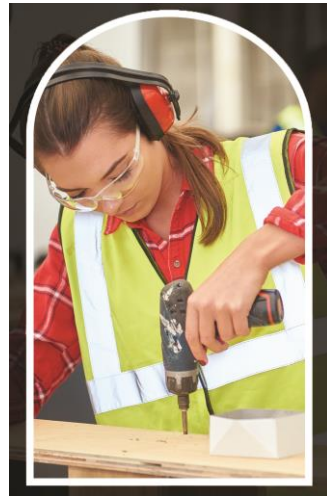
Investment = Over \$8 million

- Federal & State Discretionary Grants
- WIOA: OJTs, ITAs, & Youth
- Foundations: Annie E. Casey, Kellogg, & Others

ApprenticeshipPHL



ApprenticeshipPHL



- Regional Public/Private Collaborative
 - SEPA Local WDBs, Employers, City of Philadelphia, Educational Institutions, Training Providers, & CBOs
- Increase & Align Apprenticeship Programs
 - Outreach & Engagement
 - Technical Assistance & Capacity Building
 - Research, Policy, & Funding
- PAsmart SEPA Region Registered Apprenticeship Ambassador Network
- Twitter: [@apprenticephl](https://twitter.com/apprenticephl)
- Website: apprenticeshipphl.org



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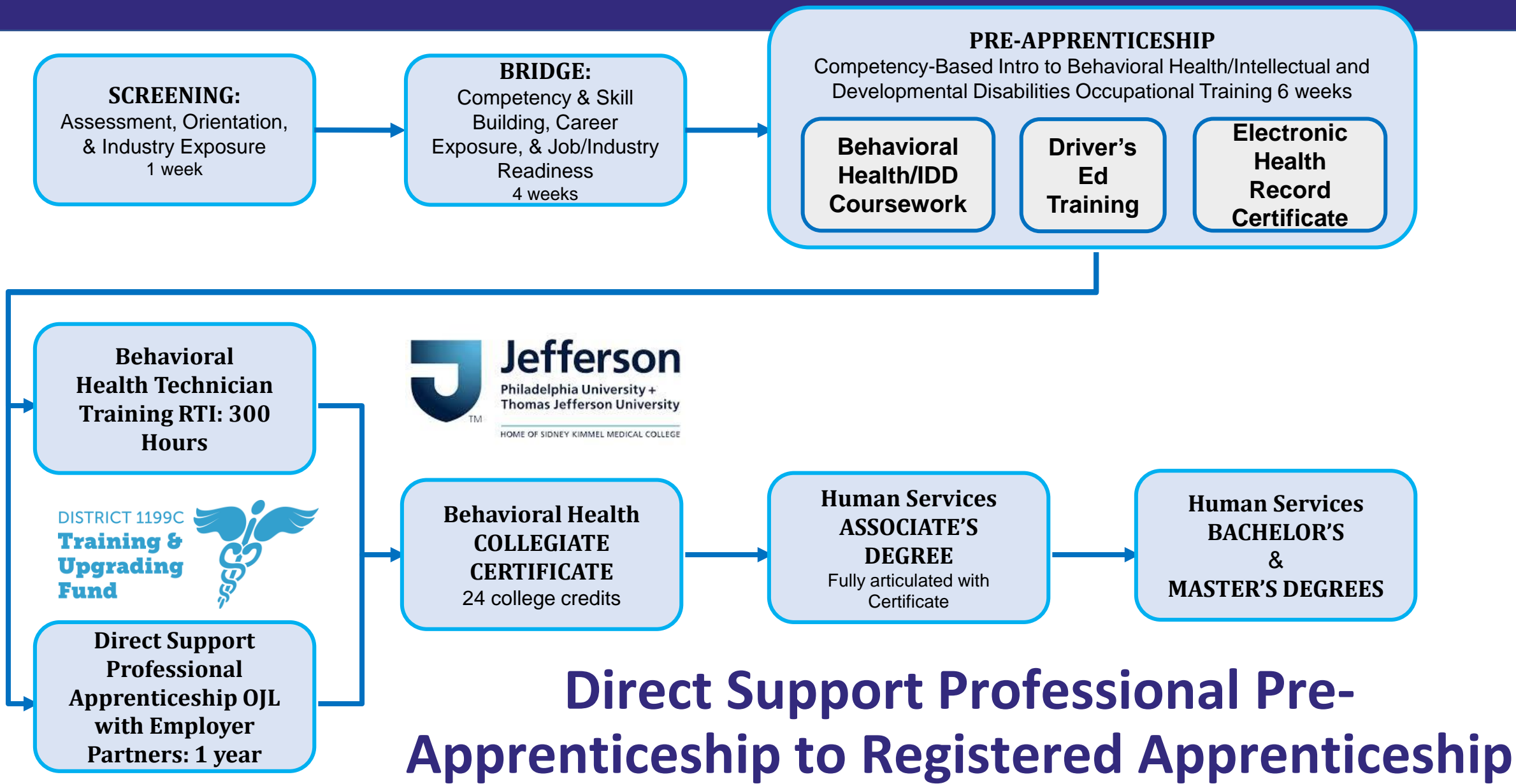
Urban Technology Project



- School District of Philadelphia & Communities In Schools of Philadelphia Partnership
 - Engages young adults, ages 18-24
- Digital Service Fellow Pre-Apprenticeship
 - AmeriCorps Funded, 1 year
 - Learn digital literacy skills & tech support with Digital Literacy Teacher & apprentice mentors
- Computer Support Specialist Registered Apprenticeship
 - Various Funding, 2-3 years
 - OJL=Provide real-time tech support in School District of Philadelphia schools
 - RTI=Community College of Philadelphia, Online, & JobWorks
 - Receive several industry-standard certifications

Inclusive Program Customization

Disability	Accommodations
Deaf or Hard of Hearing	<ul style="list-style-type: none"> - Access to and use of sign language interpreter
Mobility or Physical Disability	<ul style="list-style-type: none"> - Worksite with full accessibility - Supportive environment
Mental Health Disability	<ul style="list-style-type: none"> - Access to affordable therapists - Time off for therapy sessions
Intellectual and Developmental Disabilities	<ul style="list-style-type: none"> - Process to opt out of activities - Provide alternative activities



Apprenticeship Goals



Goal = Engage & include young adults ages 18-24 with lived experiences as participants

- Refine apprenticeship competencies in OJL & RTI
- Develop employer informational materials, present, & follow-up
- Work with committed employers on program development, registration, & operation
- Create & disseminate participant recruitment materials
- Develop & provide enhanced support network at 1199C Training & Upgrading Fund & employers/mentors



Apprenticeship Inclusion Models (AIM)



Key takeaways (Mark Genua)

- Include subject matter experts, employers, and potential participants at the start
- Develop a multi-layered support network that is connected, responsive, and infused throughout all components of the apprenticeship program
- Create an open environment in which participants (apprentices) do not fear speaking up and bringing critical issues to your attention
- Adopt contingency plans for participants (apprentices) and offer strong flexibility to customize the design and implementation of your plans

Ralph Roach

Pennsylvania Office of Vocational Rehabilitation



Apprenticeship Inclusion Models (AIM)



PA OVR Joint Collaboration with the PA Labor & Industry Apprenticeship & Training Office (ATO)



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How we started

- **First Step**

- Initial meeting between VR Business Services Staff and the PA Labor & Industry Office of Registered Apprenticeships Director.

- **Second Step**

- Identification of key high priority occupations that use pre-apprenticeship and Registered Apprenticeship pathways to align with VR consumers' career goals and training objectives.

PA Occupations With Rapid Growth

- **Construction Trades:** Related to energy industry, highway, commercial, and residential construction--high demand for welders, electricians, carpenters, equipment operators, and general laborers
- **Health Occupations:** Including nursing, allied health, medical and dental assistants, and medical coding
- **Service Sector:** Including logistics, retailing, office support, and food services

Develop a Plan of Action

- Identify potential pre-apprenticeship pathways available for VR consumers in secondary education
- Educate VR Counselors, consumers, and family members on the benefits of apprenticeship pathways into a careers and occupations
- Outreach to Registered Apprenticeship sponsors to explore and understand requirements for acceptance into their programs
- Develop a model to actively support apprenticeship sponsors on apprenticeship wage and training costs for VR candidates

Formalizing Our Collaboration

The VR/RA Relationship

- Engage specific apprenticeship sponsors to create Registered Apprenticeships accessible to VR talent
- Build apprenticeship pipelines for VR consumers in secondary and post-secondary career and technical education programs

VR/RA Collaboration With Sponsors

Implement a statewide plan

- Deliver statewide VR counselor training on RA
- Establish funding protocols for use of OJT and milestone payments to RA sponsors as VR consumers progress through the RA
- Conduct outreach to RA sponsors and develop outreach materials

OVR Outreach Materials

Help create a pool of talented youth interested in union trades by becoming a youth mentor



Remember that first job you had when you were a teenager? It may not have been the type of work you're doing now, but it helped develop your work ethic and started you down the career path that led you to where you are now.

We want to help youth make that vital connection with union trades, too.

The PA Office of Vocational Rehabilitation (OVR) is working to help youth with disabilities learn about exciting trade opportunities and valuable work skills by partnering with unions and businesses.

PA OVR will pay for work opportunities such as:

- Temporary work or seasonal work
- Work study
- Part of an apprenticeship

PA OVR's On-the-Job Training (OJT) program can reimburse your union or business for a portion, or in some cases, all of the salary of youth for the duration of a short-term work experience.

PA OVR can reimburse for apprenticeships too, with reimbursements occurring at periodic intervals during the apprenticeship.

Exposing youth to union trades is good business! It provides valuable work experience, introduces participating youth to careers that are in demand, and provides a good pipeline of talent to your business.

Contact your nearest OVR District Office at the following webpage:
<http://www.dli.pa.gov/Individuals/Disability-Services/OVR/Pages/OVR-Office-Directory.aspx>
 Or call our Central Office at 717-787-5244, (800)442-6354, or (866)830-7327(TTY) and ask for Business Services.

OVR-510 REV 12-16

 @PAVocRehab
  @PA_OVR
  PA OVR

Internship Opportunities for Pennsylvanians with Disabilities
 Pennsylvania Office of Vocational Rehabilitation



Let's Develop Talent for Today and Tomorrow

The Office of Vocational Rehabilitation understands the demand for qualified employees is tremendous. The Jobs for All OJT Internship initiative provides opportunities for qualified post-secondary trained OVR customers the ability to experience employment. OVR provides reimbursement of a percentage of an OVR customer's wage during the course of the internship period.

www.dli.pa.gov/OVR



Key takeaways (Ralph Roach)

- Focus on success and making a good match between a potential VR consumer and a specific RA program and sponsor
- Start with one or two VR consumers and build upon success
- Educate VR counselors on the benefits of RAs and the high wages in these careers
- Address best practices for monitoring customer progress throughout the experience to parallel VR consumer progress and milestones attainment for clients taking college courses

Questions



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Key takeaways Recap (Combined)

- Focus on success and having a good match of potential VR consumer to a specific RA program and sponsor.
- Start with one or two VR consumers and build on successes.
- Educate VR counselors on the benefits of RAs and the high wages in these careers.
- Address best practices in monitoring customer progress throughout the experience that is similar to and not unlike college VR consumer progress and milestones attainment.
- Include subject matter experts, employers, & potential participants at the start
- Develop a multi-layered support network that is connected, responsive, & in every aspect of the apprenticeship
- Create an open environment where participants are not afraid to speak up & bring issues to attention
- Build in contingency plans for participants & be flexible in their design & implementation

Expanding Career Pathways for People with Disabilities

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<https://www.spra.com/aim/>

Related Resources

- **US DOL Apprenticeship Resources:**
<https://www.apprenticeship.gov>
- **Apprenticeship Playbook for Employers**
<https://www.doleta.gov/oa/employers/playbook.pdf>
- **Center for Apprenticeship & Work-Based Learning** Center4Apprenticeship.jff.org
- **Partnership for Youth Apprenticeship (PAYA)**
www.newamerica.org/paya

Thank You

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<https://www.spra.com/aim/>

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