

Apprenticeship Inclusion Models (AIM)
for Youth and Adults with Disabilities

Emerging Lessons for Inclusive Apprenticeship Programs: Managing Through the COVID-19 Crisis and Beyond

September 16, 2020



Housekeeping

- **Personalized Captions:** Open the captioning web page in a new browser. The link is posted in the Chat (<https://www.streamtext.net/player?event=CFI-SPRA>)
- **Questions:** Please type questions into chat. We'll save time at the end for Q&A
- **Technical Support:** If you are experiencing technical issues, open the participants list and select the Raise Hand button next to your name

Agenda

- Welcome Remarks
- Introductions
- AIM Project Overview and Publication Series
- Overview of Emerging Lessons for Managing through the COVID-19 Crisis and Beyond Brief
- Panel Discussion
- Q & A
- Closing Remarks + Resources and Contact Information

Welcome from ODEP

Carolyn Jones

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U.S. Department of Labor
[#31Daysof NDEAM](#)



Overview and Introductions

AIM Team

SPR



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Apprenticeship Inclusion Models (AIM)

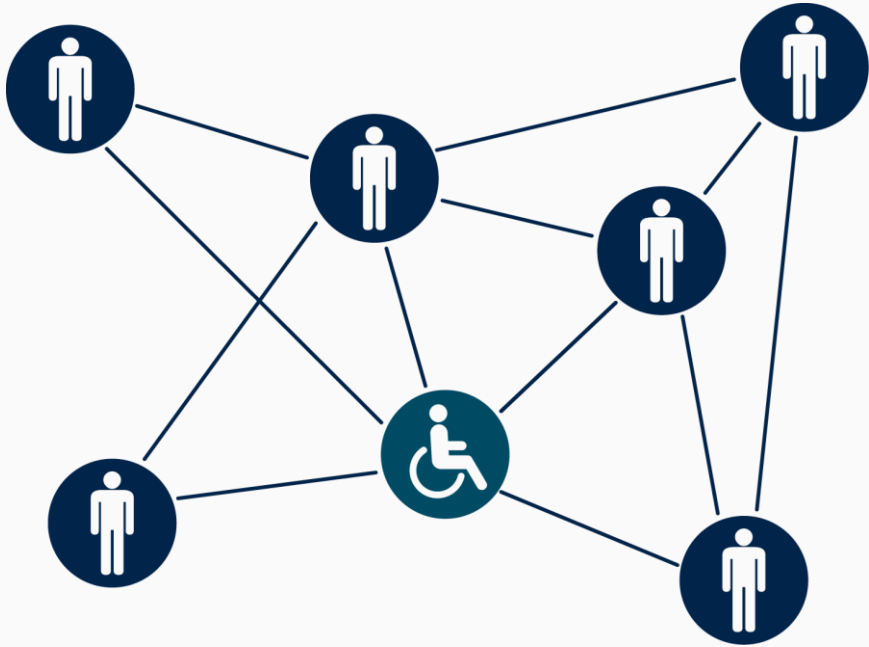
Funded by: USDOL Office of
Disability Employment Policy
(ODEP)

Focus: Expand access to
occupational skills training,
credential attainment, and job
placement and retention
**through apprenticeship and
pre-apprenticeship models**

Apprenticeship Inclusion Models (cont'd)

Goal: Learn as much as possible about how the apprenticeship and pre-apprenticeship models support and can be adapted to support people with disabilities

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



The Objective

- Build apprenticeship pathways that pipeline 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

Emerging Lessons on Managing through Crisis

About This Brief

- Explores how apprenticeship, pre-apprenticeship, and similar employment programs serving people with disabilities coped with the COVID-19 crisis.
- Identifies core strategies to help programs respond to and remain resilient during the early stages of crisis.

Crisis Hit Individuals with Disabilities Harder

- Between March and April 2020, workers with disabilities lost nearly 1M jobs—a 20% decline, compared with the 14% decline experienced by workers without disabilities.
- During the first year of the Great Recession, the rate of decline in employment for working age adults with disabilities was 3X greater than for those without disabilities.

Successful Program Responses



Adapted training to remote environment



Explored remote options for on-the-job learning



Ensured participants had equipment and internet



Communicated regularly with participants



Adjusted the program enrollment process

Insights about Resilience



Diversity
of funding,
programs,
and partners



Responsive to
changing
market
demands



Participant
support
services



Contingency
planning

Panel Discussion

Meet today's panelists



Andy Imparato
Executive Director
Disability Rights
California



Lance Kaldor
Workforce
Idaho Department
of Labor



Sasha Rayburn
Director of Program
Operations
WTIA Workforce
Institute

Make it Real

Share your experience



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Operations
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Questions & Answers

Strategies for the Future



Enhance collaborative ecosystems and support networks



Support more pre-apprenticeship and apprenticeship pairings



Identify stable and consistent funding

Additional Resources

- An archive of the webinars in this series can be found at www.spra.com/AIM
- National Disability Employment Awareness Month (Happy 30th Birthday ADA!)
<https://www.dol.gov/agencies/odep/initiatives/ndeam>

Today's Presenters – Contact Information

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Thank You

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www.spra.com/aim

