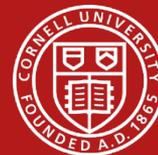


K. Lisa Yang and Hock E. Tan
Institute on Employment and Disability



Three Strategies for Improving Employment Outcomes

Building Partnerships with Business

Wendy Strobel Gower

**Program Director, Disability Inclusion
and Accommodation**



Lessons from Research

- Commitment to “real jobs” requires both providers and employers.
- Providers are brokers, guides, and troubleshooters.
- Partnerships aren’t possible without understanding and acceptance of business needs



Lessons from Research (2)

- Knowledge of place-bound jobs is critical
- Take advantage of local and regional economic development initiatives
- Look for integrative opportunities



Lessons from Research (3)

- Business-led coalitions are powerful.
- Focus not on corporate benevolence but on return on investment
- Limited occupational variety decreases lifetime earning potential



What did employers tell us about good relationships?

- Non-profit jargon (like “placement”) creates distance and mistrust of the process
- Talent professionals should have industry expertise
- Employers need help with workforce pain points

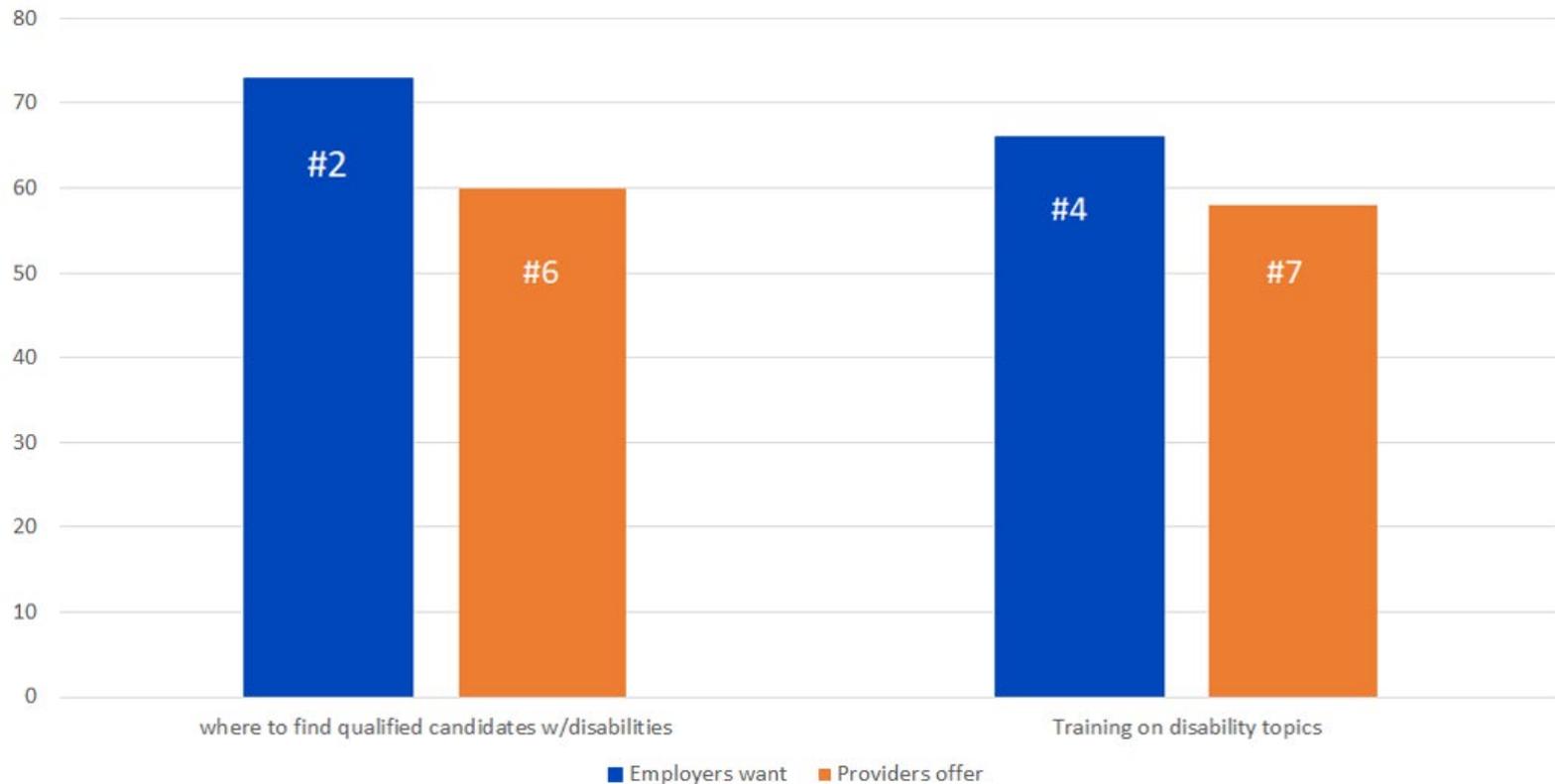


A few disconnects...

- The amount of time DSP dedicate to developing industry expertise and knowledge of employer needs is limited.
- What employers need and what providers are offering do not match.

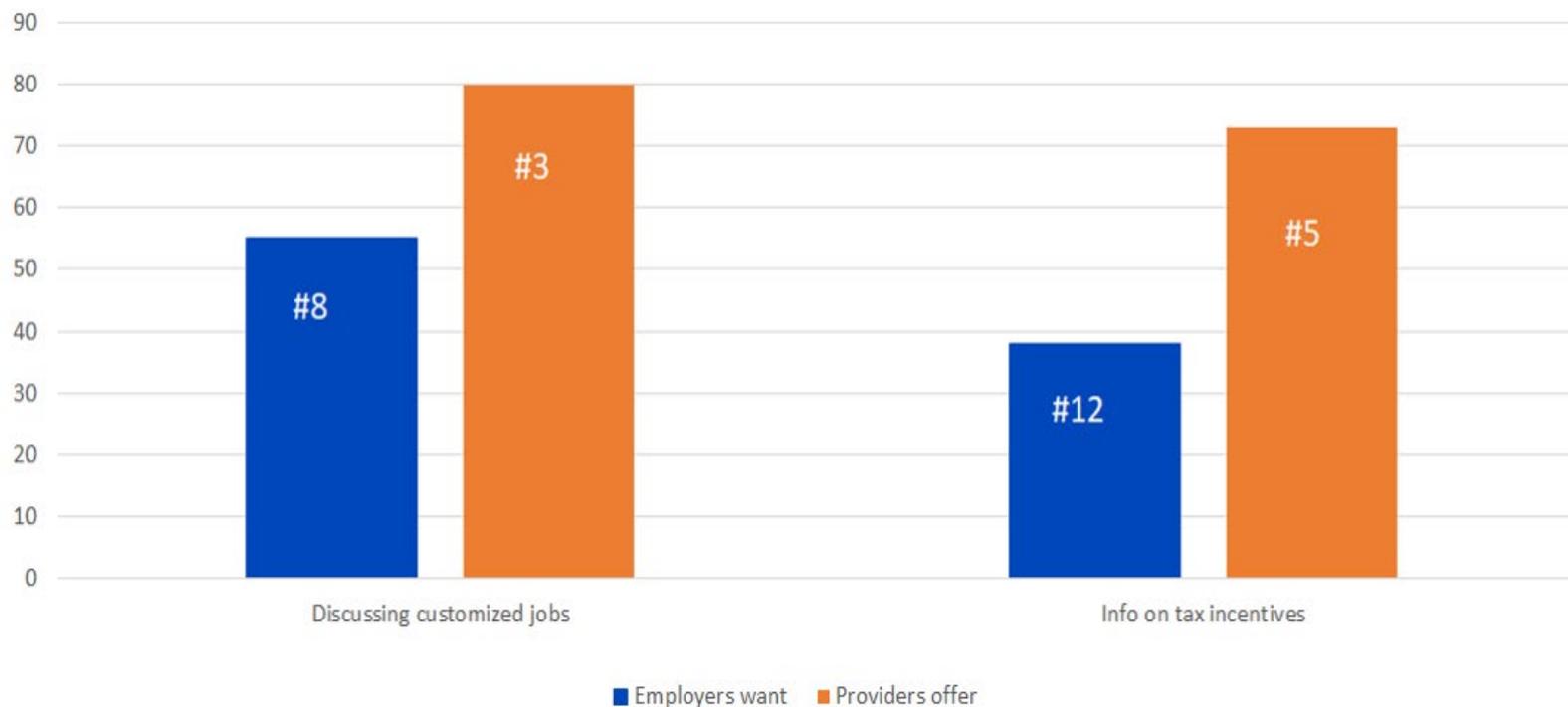


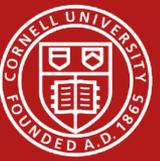
What do employers want, but don't get as often?





What do employers get more often than they want?





Implications for Practice

- Customization is either not well understood or undesirable to employers
- Don't lead with tax incentives!



Implications for Practice

Look for opportunities for enhanced services

- Create consortia to increase candidate pipeline
- Create and market trainings on disability-related topics relevant to business



Contact Information

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Apprenticeship Inclusion Model (AIM) Presentation

Josh Christianson

November 18, 2019

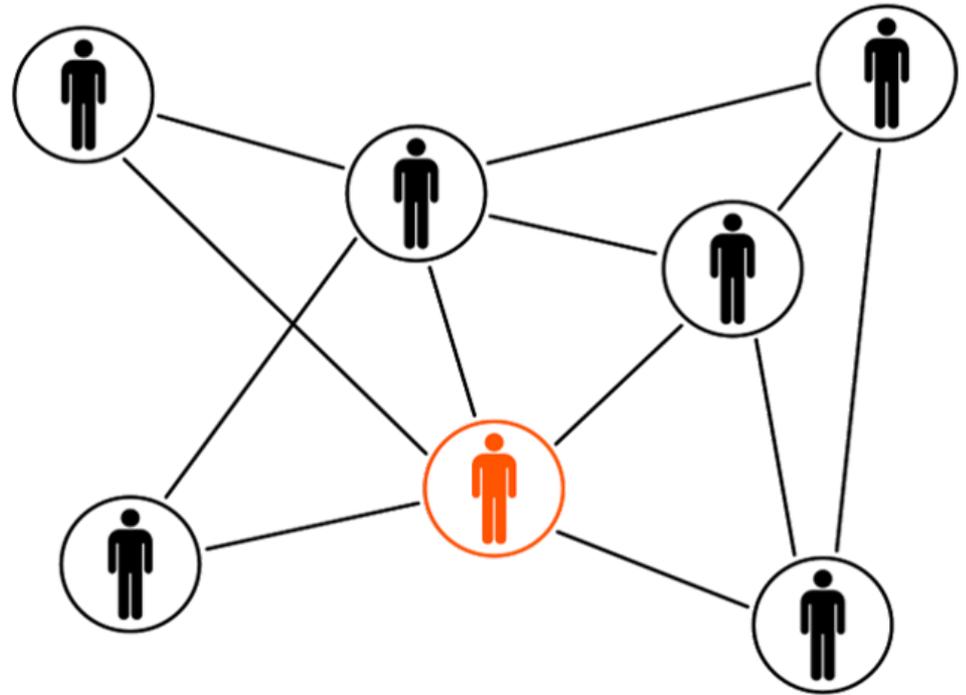


Apprenticeship Inclusion Models (AIM)



The Objective

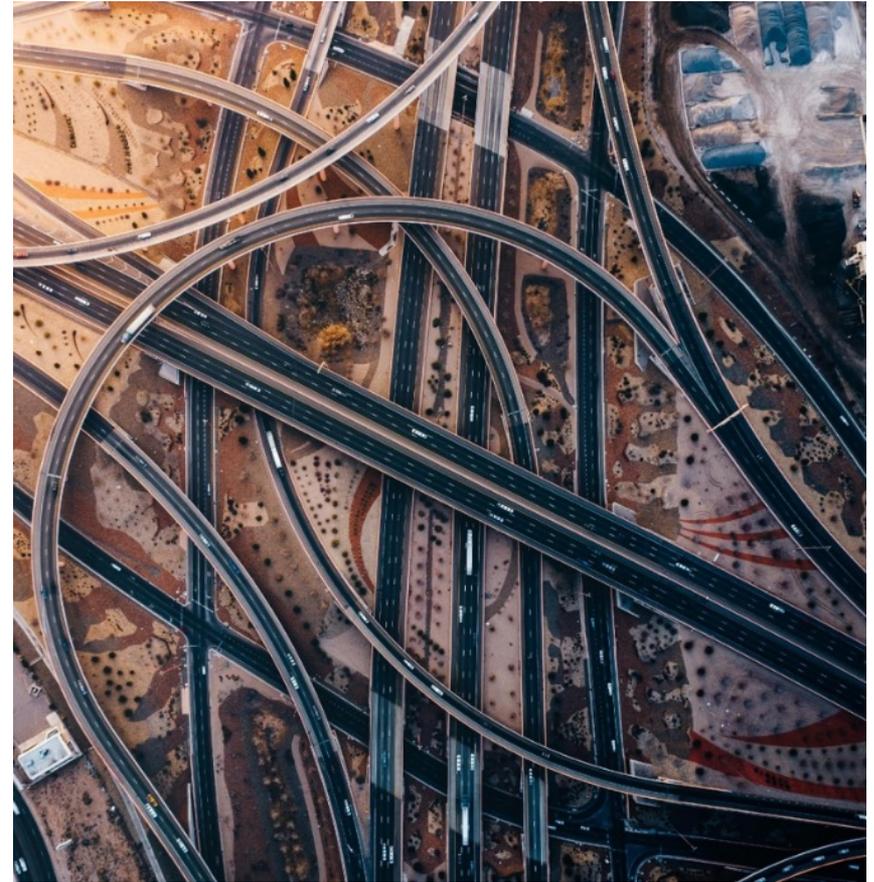
- Build apprenticeship pathways that target youth and adults with disabilities into high-demand, well-paying careers
- Gain insights on how to scale up inclusive apprenticeship
- Contribute ideas and actionable practices to the national conversation on apprenticeship



Why Apprenticeship?

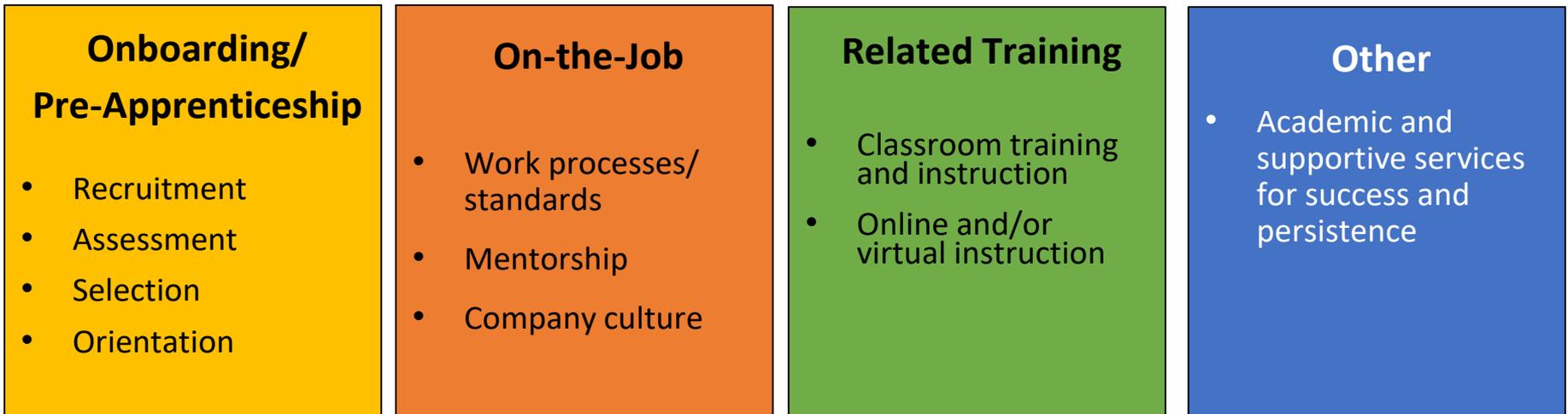
Work-based learning models have the potential to help build:

- Pathways specifically for people with different learning styles or needs
- Pathways into competitive, integrated employment
- Dialogue, innovations, and advances in creating workplace environments that are inclusive of everyone



Inclusive Apprenticeship Learning Framework

How can organizations and individuals already developing or considering apprenticeship make it inclusive from the earliest stages of design?



Selected Sites



APPRENTI

The path, the plan, your career in tech.

H-CAP

**HEALTHCARE CAREER
ADVANCEMENT PROGRAM**

Industrial
Manufacturing
Technician

JFF **IMT**



Apprenticeship Inclusion Models (AIM)



Project Model

AIM Functional Tasks: April 2019-present

Individual TA to Pilots

- Monthly coaching calls
- Customized TA plan, tool, and resource development

Group TA to Pilots

- Trainings and resources exclusively available to the pilots
- Peer networking opportunities

Community of Practice Events and Resources

- Online landing page for AIM project with CoP sign-up link
- Quarterly newsletters with project updates
- Access to webinars, AIM- produced tools, and the AIM Resource Library

Research and Dissemination

- Three policy and two practice briefs on inclusive apprenticeships
- Cultivation of tools/toolkits that support inclusive apprenticeships

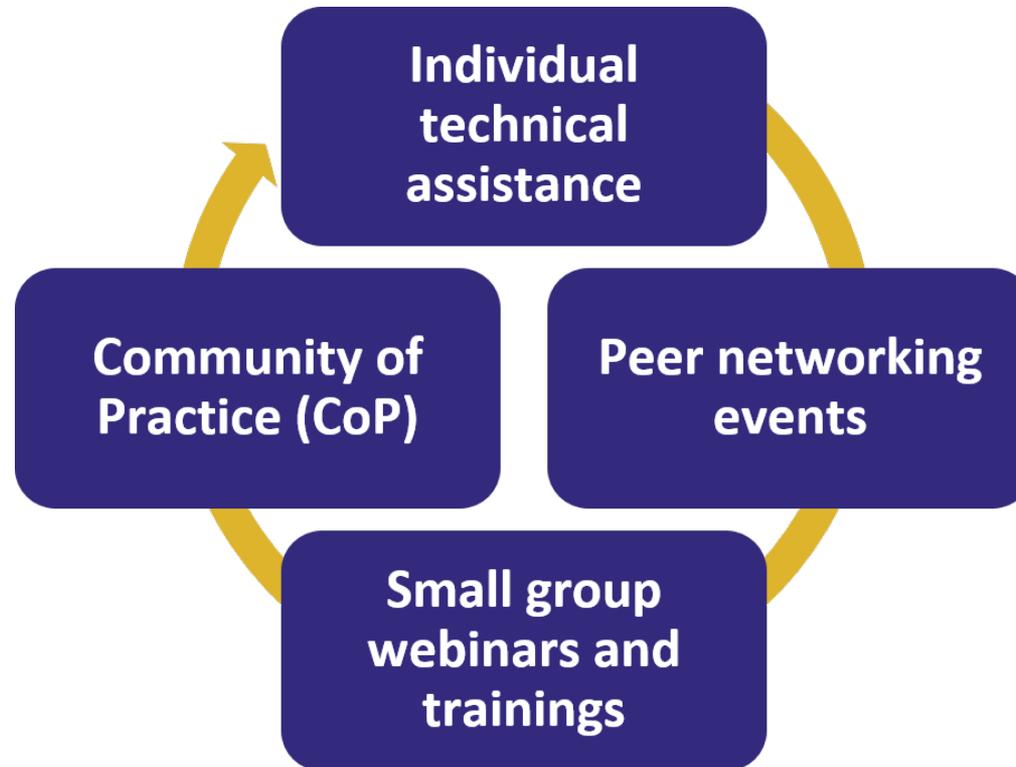
AIM Technical Assistance



Apprenticeship Inclusion Models (AIM)



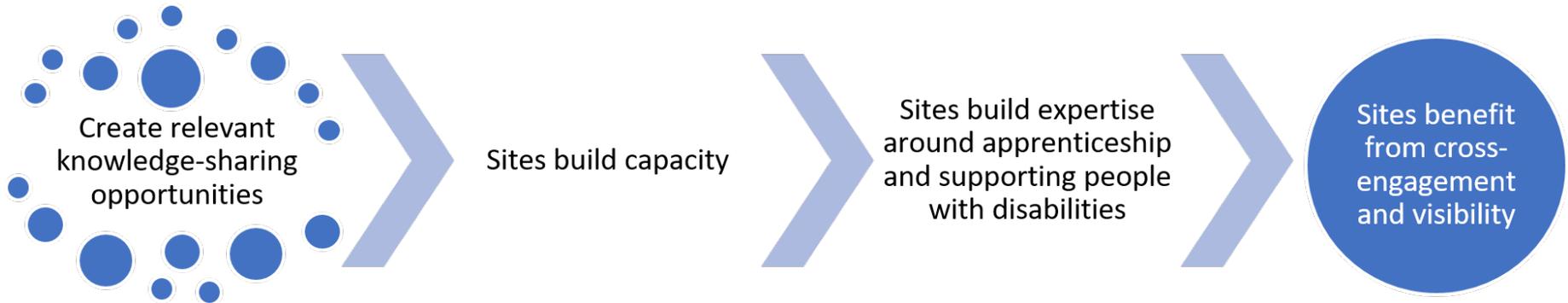
AIM TA Approach



Individual TA (2 of 2)

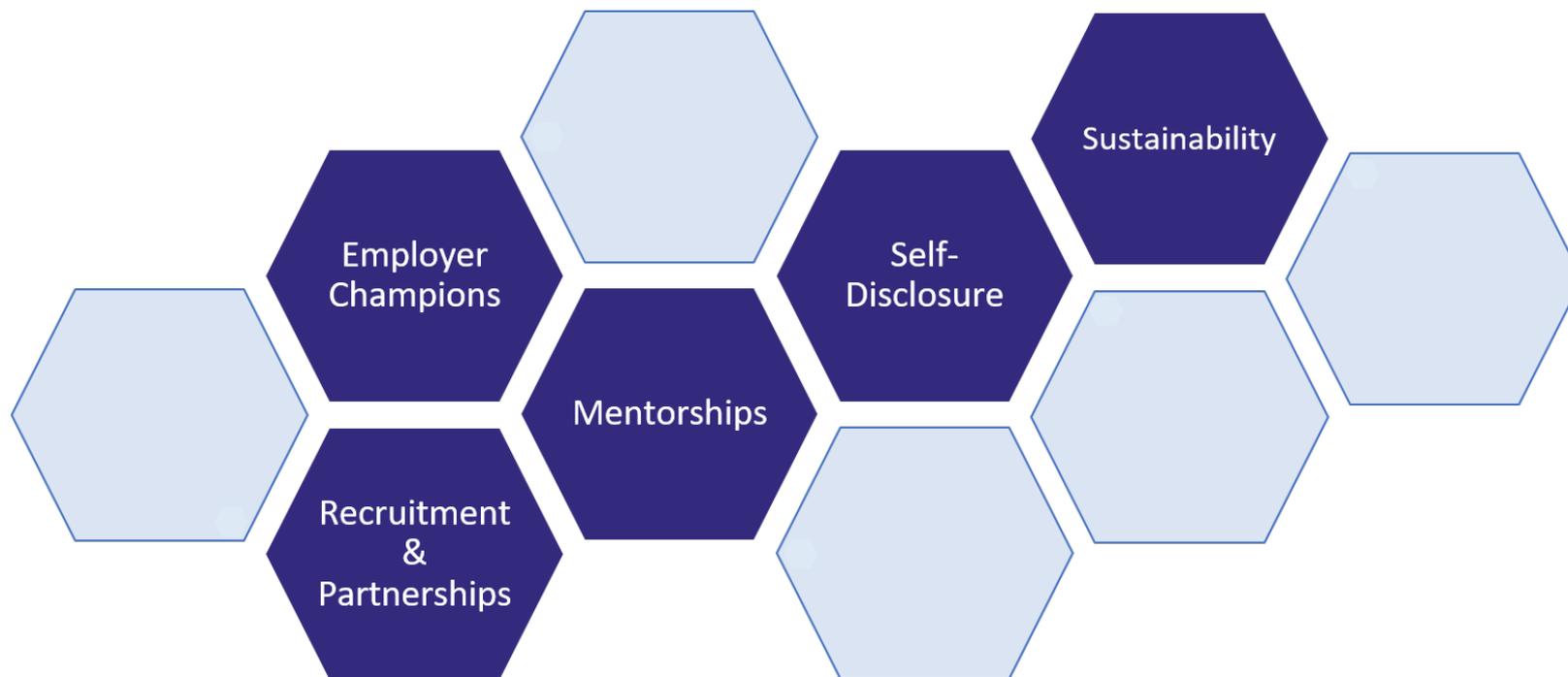


Group TA



The AIM team has established three key drivers in this work— **peer networking events**, **small group trainings**, and the establishment/management of a **community of practice**.

Group TA Topics



CoP

- AIM landing page (<http://www.spra.com/aim>)
- Over 100 members of the CoP
- CoP has received the inaugural newsletter (September 2019) and access to Resource Library

Apprenticeship Inclusion Models (AIM): Expanding Career Pathways for People with Disabilities

Customer: U.S. Department of Labor, Office of Disability Employment Policy

Contact: AIM@spra.com

[Sign Up for AIM Community of Practice and Newsletter HERE](#)

What is AIM?

Apprenticeship Inclusion Models (AIM) is an initiative sponsored by the USDOL Office of Disability Employment Policy (ODEP) to research, develop, test, and evaluate innovative strategies in existing apprenticeship programs that provide skills training to people with disabilities. To do this, Social Policy Research Associates (SPR) and its partners Wheelhouse Group (Wheelhouse), and Jobs for the Future (JFF) will work with four selected apprenticeship programs to enhance practices, innovate supports, and expand pathways for people with disabilities into high-demand, well-paying careers.

Why AIM?

Apprenticeship programs are on the rise nationally due to their capability to more efficiently connect workers with the skills they need to secure and maintain good jobs in high-demand careers.

Because apprenticeship combines on-the-job training and related classroom instruction with a steady paycheck, it offers an ideal solution for the 68 percent of Americans with disabilities who are job seeking^[1] and are engaged in employment-related activities. These activities may include preparing for work and

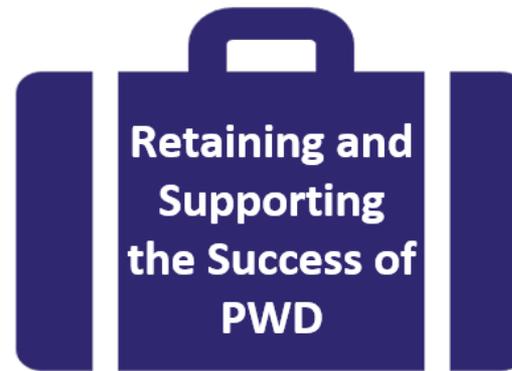
Check out a few resources that can help you with your apprenticeship programs



Research Products

Primary AIM Research Products:

- Three policy and two practice briefs on topics related to developing and maintaining inclusive apprenticeships
- Two toolkits organizing, curating and contextualizing the tools developed and discovered during TA and Research activities



Research Activities Year 1

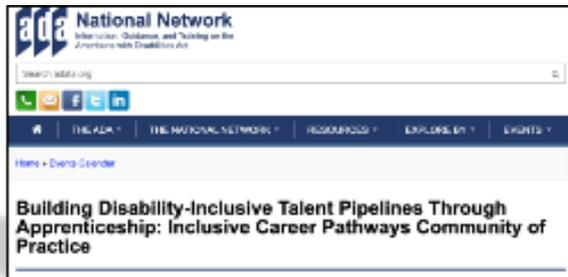


AIM in the Media

[White House Proclamation on NDEAM](#)



[SHRM Article](#)



[ADA National Network Webinar](#)



[DirectEmployers Webinar](#)

Q&A



Apprenticeship Inclusion Models (AIM)



Key Metrics for Effective Employment Support

AUCD, November 18, 2019
Alberto Migliore

Team members:

Kelly Nye-Lengerman and Amy Guntz
University of Minnesota

&

John Butterworth, Oliver Lyons, Paul Foos, Jill Eastman, Agnes Zalewska
University of Massachusetts Boston



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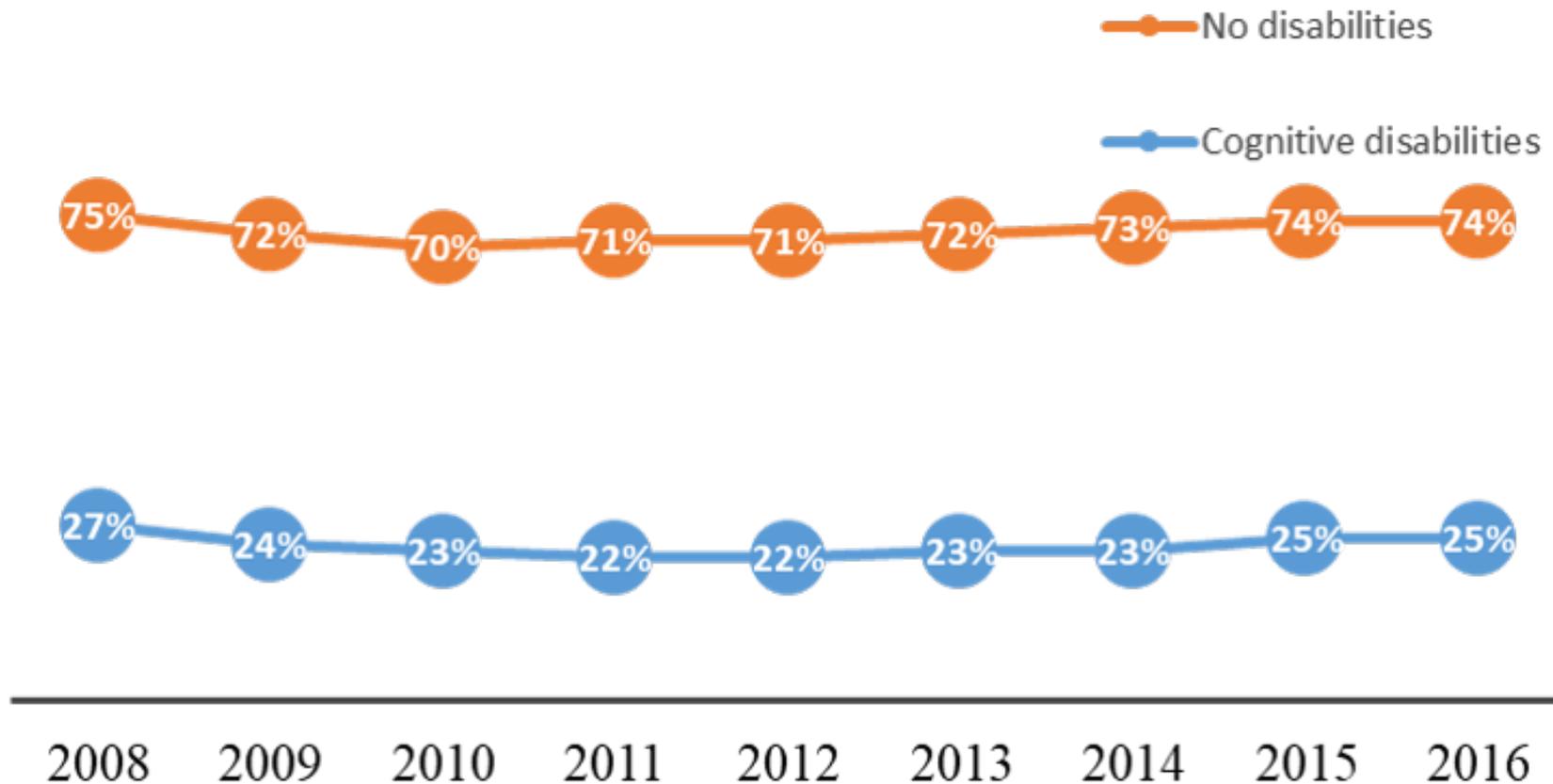


Key Points

- ❖ Getting there, on time
- ❖ How to get there
- ❖ Key metrics to track progress
- ❖ What could be improved?
- ❖ Questions & Answers

Getting there, on time

Percentage of people employed

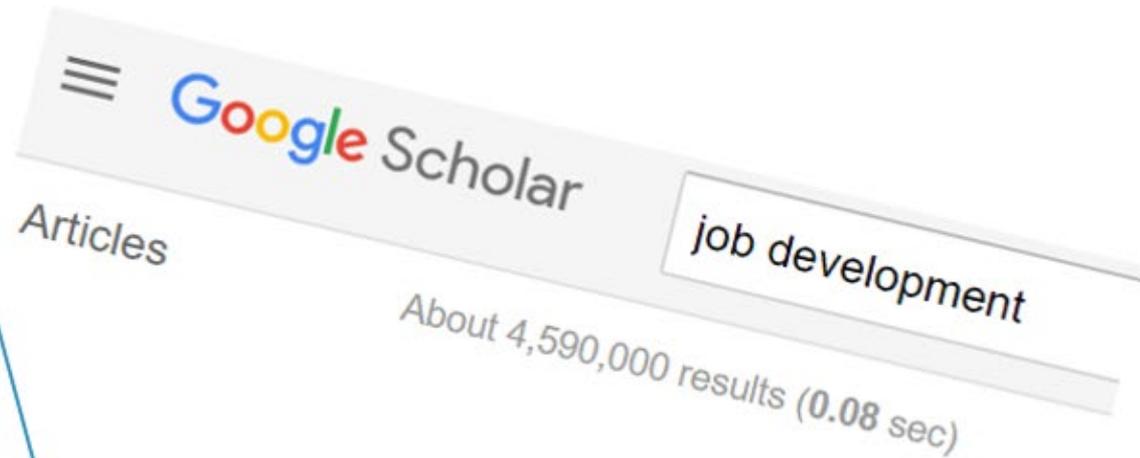


American Community Survey (<http://www.statedata.info/>)

How to get there?

- ❖ 32,000 employment support professionals
- ❖ 5,400 employment programs
- ❖ Potentially 300,000 more support professionals currently in day programs

... continued

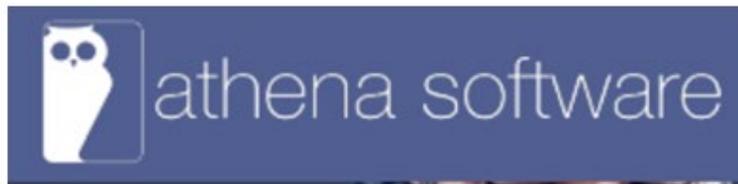


Problem...

“... there is a large gap between what is known and what is consistently done...”

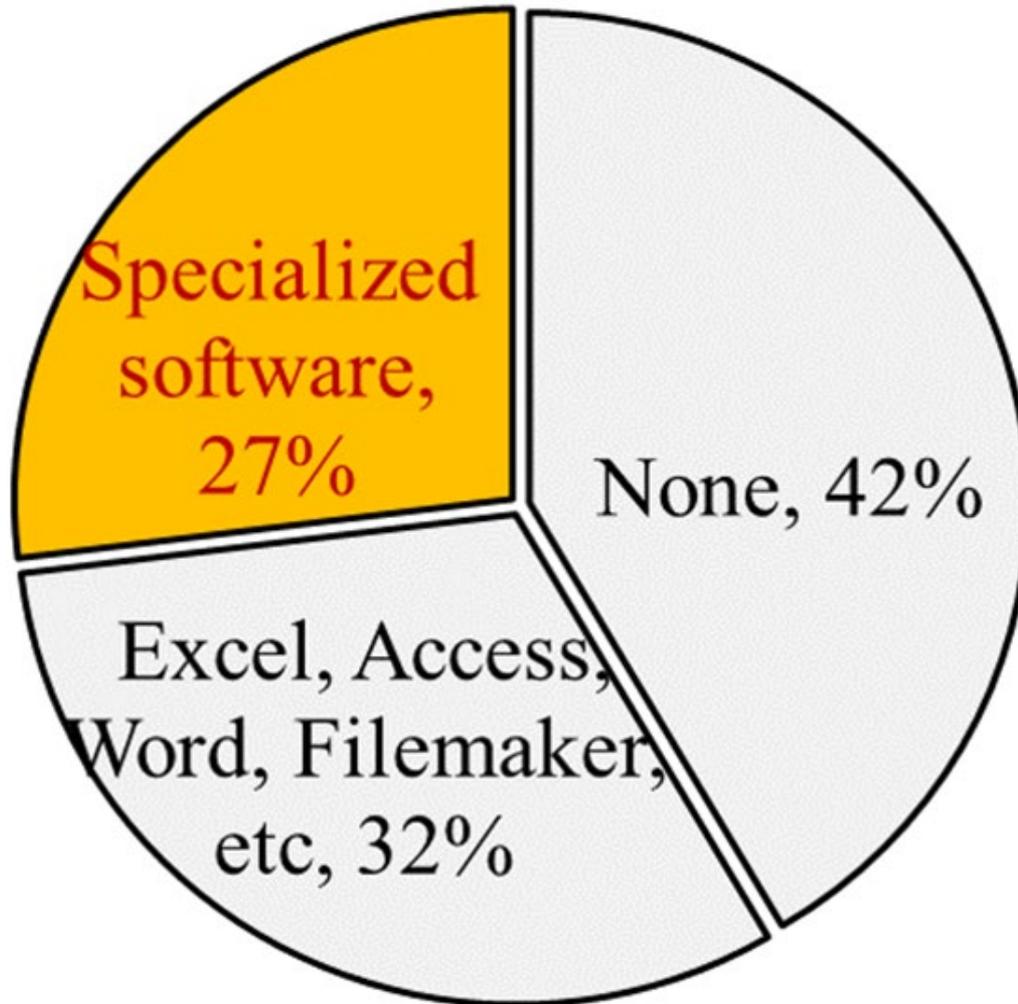
Bhattacharyya, Reeves, and Zwarenstein, 2009, p. 491

Tools for tracking data



Tools for tracking data

N=130 employment consultants, ThinkWork project, 2018-2019



Key metrics: Time invested in

- ❖ Providing supports leading to hire
- ❖ In workplaces and other community settings
- ❖ Interacting with employers
- ❖ Interacting with job seekers' families / social circles

es-coach.org

Link: <http://es-coach.org/>

❖ What support activity?

❖ Who was the primary interaction with?

❖ Where did support take place?

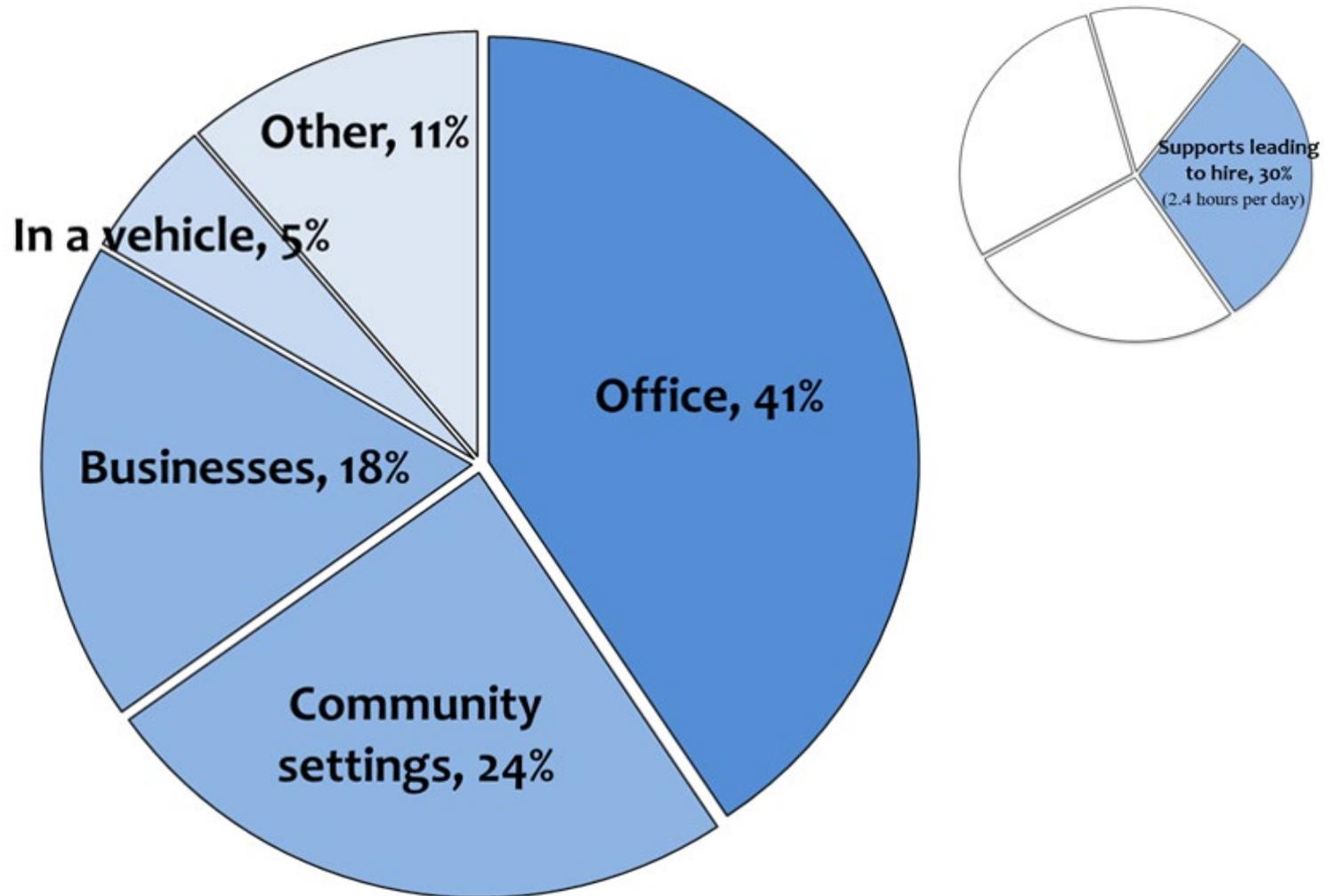
Texted daily, at random times, for one year, n=60 employment consultants



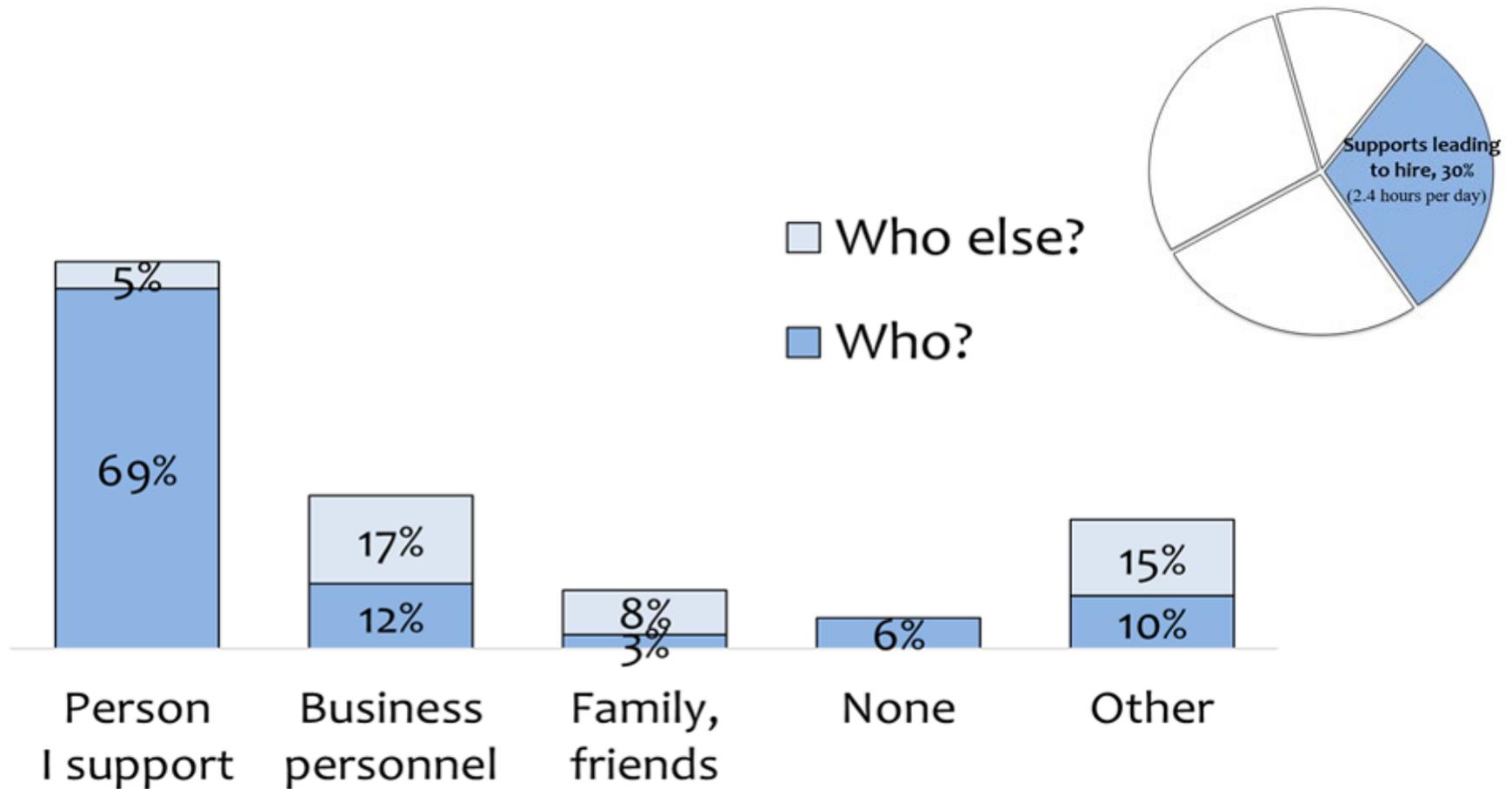
WHAT: primary support activity



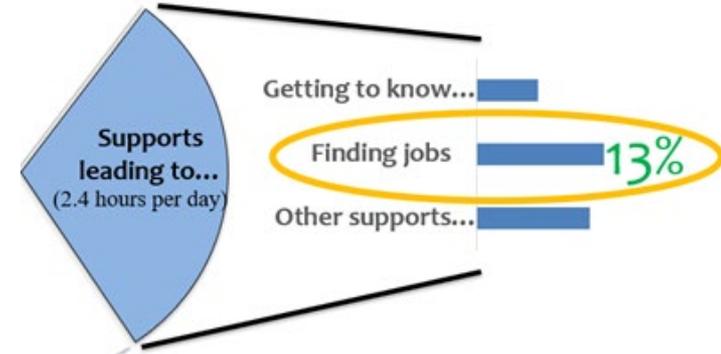
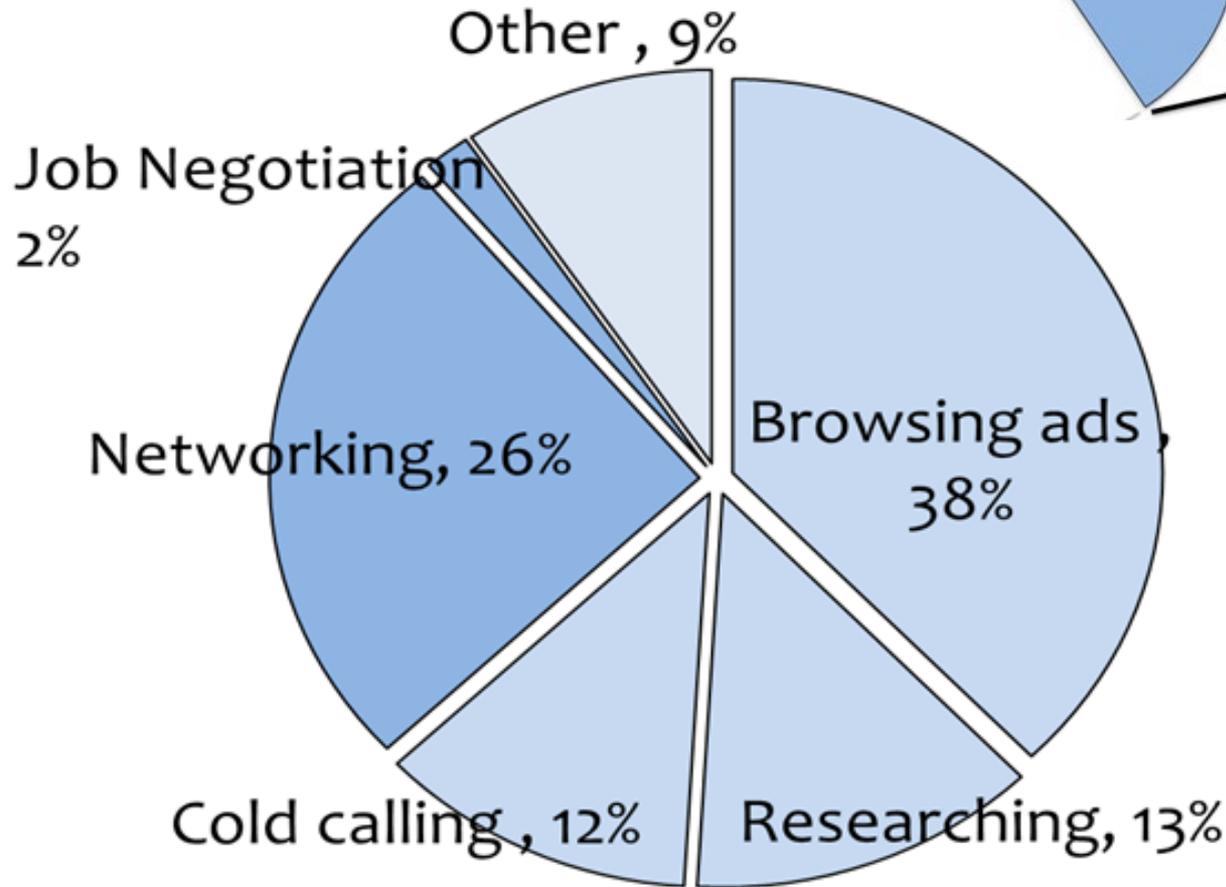
Where are supports provided?



WHO: Interactions with



Finding jobs



Combining key metrics with microlearning



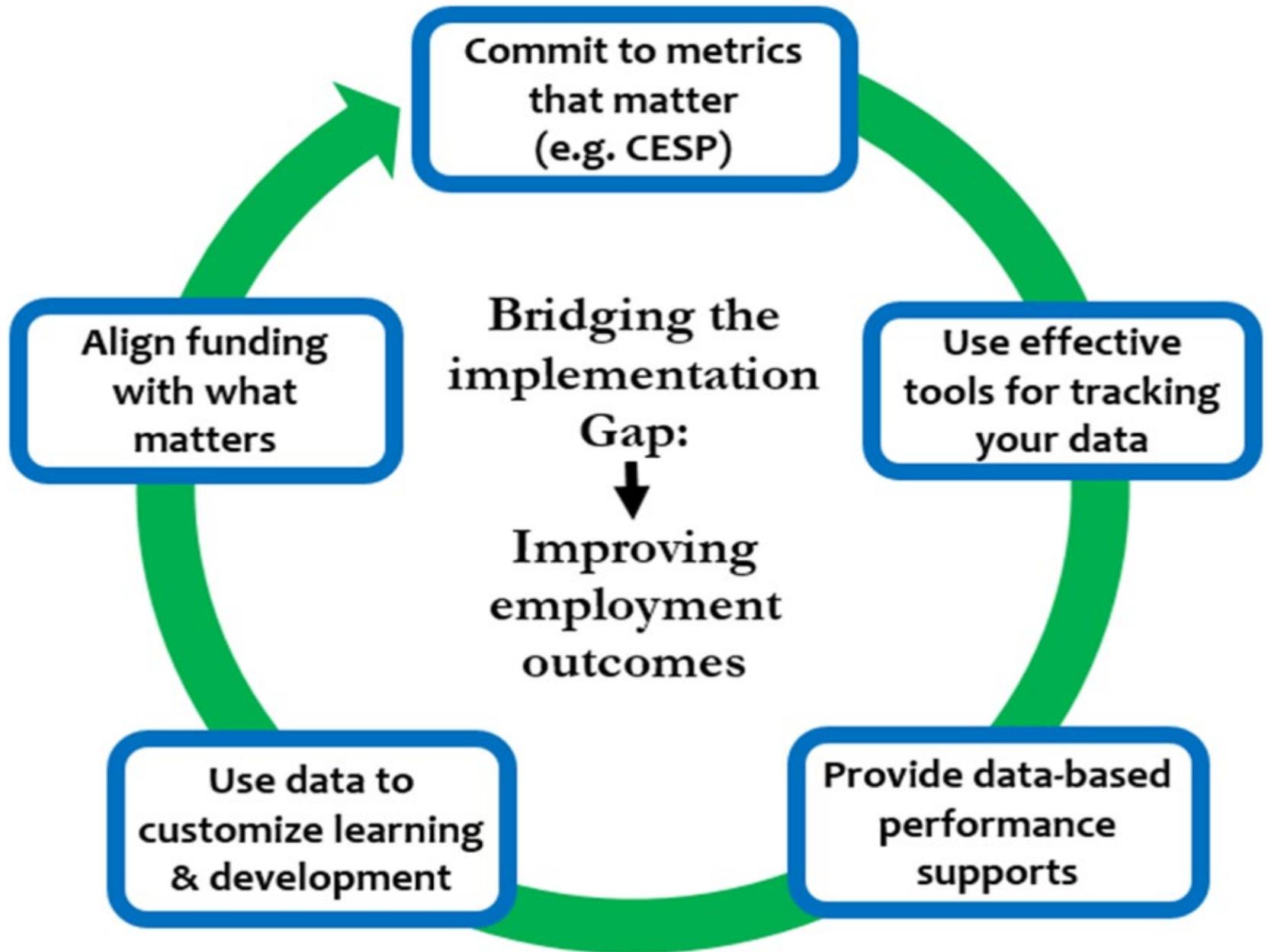
I find that it causes me to pause for a moment and reflect on how I am spending my time, energy and resources

It makes me realize how much time I truly spend on follow along and transportation to work site

Participants said...

I do like how it is bringing attention to how I spend my time and I hope that my company accounts for the amount of time that reports and administrative duties are taking up

I love how simple it is



Questions?

Alberto Migliore:

alberto.migliore@umb.edu

Grant #90RT5028 and grant # 90RT5019, National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR), Administration for Community Living (ACL), U.S. Department of Health and Human Services (HHS). The content of this presentation does not necessarily represent the policy of NIDILRR, ACL or HHS.



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