Inclusive Apprenticeship, the Digital Global Economy, and Expanding Career Pathways for Youth

National Association of Workforce Development Professionals (NAWDP)

Youth Development Symposium | Chicago, IL

Monday, December 9, 2019 | 3:15 – 4:15 PM
Huron Room
Presenters

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Learning Objectives

• Highlight ODEP’s mission and vision

• Define inclusive apprenticeship

• Discuss ODEP’s Apprenticeship Inclusion Models (AIM) Initiative

• Examine how apprenticeship supports career pathways in the growing digital global economy

• Describe tools for accessible technology and supports for apprentices on the autism spectrum
Office of Disability Employment Policy (ODEP)

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.

https://www.dol.gov/odep/
Expanding Employment Access and Inclusive Policies and Practices

• Expand access to competitive, integrated employment opportunities for youth and adults

• Promote evidence-based and disability-focused promising practices

• Spearhead demonstration projects to enhance employment policy and foster systems change and capacity building
# Annual Bureau of Labor (BLS) Statistics

## 2018 Annual Average Employment Data

<table>
<thead>
<tr>
<th></th>
<th>Employed (16-64)</th>
<th>Unemployment Rate (16-64)</th>
<th>Labor Market Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Persons with disability</strong></td>
<td>30.4%</td>
<td>8.7%</td>
<td>33.3%</td>
</tr>
<tr>
<td><strong>Persons without disability</strong></td>
<td>74.0%</td>
<td>3.8%</td>
<td>76.9%</td>
</tr>
</tbody>
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The Bureau of Labor Statistics 2018 Annual Average Youth Employment

<table>
<thead>
<tr>
<th>Youth with Disabilities</th>
<th>Youth without Disabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Annual Youth Unemployment Rate</strong></td>
<td><strong>Annual Youth Unemployment Rate</strong></td>
</tr>
<tr>
<td>• 26.1 % for Ages 16-19</td>
<td>• 12.6 % for Ages 16-19</td>
</tr>
<tr>
<td>• 14.6 % for Ages 20-24</td>
<td>• 6.7 % for Ages 20-24</td>
</tr>
<tr>
<td><strong>Annual Youth Labor Force Participation Rate</strong></td>
<td><strong>Annual Youth Labor Force Participation Rate</strong></td>
</tr>
<tr>
<td>• 23.5 % for Ages 16-19</td>
<td>• 35.6 % for Ages 16-19</td>
</tr>
<tr>
<td>• 44.3 % for Ages 20-24</td>
<td>• 72.2 % for Ages 20-24</td>
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</table>
Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential.
Apprenticeship Numbers Growth

Our Apprenticeship Numbers Continue to Show Strong Growth in FY 2018

56%

GROWTH SINCE 2013

Key Facts

- Over 282,000 participants graduated in the last five years.

- Over 10,800 new programs were created in the last five years.
Apprenticeship Inclusion Models (AIM) Demonstration Project (2018-2020)

Focus:

Working-age youth and adults (16-64) with disabilities to expand access:

- Occupational skills training
- Credential attainment
- Job placement and retention
- 500 job seekers
## AIM Pilots: Amazon, IMT

<table>
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<th>Pilot Site</th>
<th>Focus, Approach, and Expected Outcomes</th>
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</table>
| **Amazon (Apprenti) Vet-Focused (Registered Apprenticeship)** | • Emphasis on Veterans re-entering IT workplaces, including software development  
• Supportive services for Veterans with disabilities from diverse backgrounds  
• Advancing inclusive work environments for people with disabilities |
| **Industrial Manufacturing Technician (IMT) Apprenticeship Program (JFF) All Disabilities (Pre-Apprenticeship)** | • Diverse pipeline in advanced manufacturing  
• Online portfolio that assesses readiness for the IMT apprenticeship and supports key competencies for work duties  
• Emphasis on integrating the portfolio into pre-apprenticeship programs |
## AIM Pilots: Microsoft, H-CAP

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| **Microsoft (Apprenti) Autism Focused** (Registered Apprenticeship) | • Review existing services for supporting workers with disabilities  
• Explore best practices and opportunities within existing training efforts for individuals on the autism spectrum  
• Support youth with disabilities in developing competitive skills in IT |
| **Healthcare Career Advancement Program (H-CAP) Autism Focused** (Registered Apprenticeship, Pre-Apprenticeship) | • Research and design occupational fit and career mapping resources for people with disabilities pursuing careers in healthcare  
• Engage an employer coalition to identify ways to improve the hiring pipeline  
• Document experiences from apprenticeship initiatives access by people on the Autism spectrum |
ODEP’s Youth Apprenticeship Video

Typical day at work for me
Apprenticeship and Readying for the Digital Global Economy

• Alignment with interconnected economic development emphasizing high-skill career opportunities

• Shift toward diversified, individualized career pathways that align with job seekers’ interests, skills, and talents

• Preparation for careers in the fastest growing occupational sectors:
  • Information technology
  • Advanced manufacturing
  • Healthcare and insurance
  • Financial services and business consulting
  • Retail services
Apprenticeship in the Tech Sector

• Major shortage of IT skill and talent growth despite high demand
• By 2020, the technology industry will have 1 million more computing jobs than applicants who can fill them\(^2\)
• Technology companies increasingly value additional pathways to complement college sourcing
• Apprenticeship offers a strong pipeline for technology companies to leverage top talent
FutureWorks Initiative

• New $1.2 million initiative launched by ODEP in late July
• 3 Focus Areas:
  • Accessibility Workplace Technology and the Partnership on Employment & Accessible Technology: www.peatworks.org
  • Automated Vehicles and Transportation Technology
  • Artificial Intelligence, Internet of Things, etc.
• Key alignment with ODEP’s engagement in efforts to enhance inclusive apprenticeship opportunities
• Connection to administration priorities, such as impact of artificial intelligence on work and the economy
Define Accessible Technology

“Accessible technology is technology that can be used successfully by people with a wide range of functional abilities. When technology is accessible, each user is able to interact with it in ways that work best for him or her. Accessible technology is either directly accessible, meaning it is usable without any additional devices, or it is accessible through and compatible with assistive technology (AT).”
Online Job Applications Present Barriers for Job Seekers with Disabilities

46% rated their last experience applying for a job online as “difficult to impossible”

Snapshot of barriers to applying to jobs online
PEAT’s Tools Enhance Accessible Workplace Technology

- TA Center funded by ODEP: www.peatworks.org

- PEAT Tools:
  - **TechCheck**: Benchmarks accessible technology
  - **TalentWorks**: Accessible eRecruiting
  - **Buy IT**: Accessibility infused in the procurement cycle
  - **Future Trends**: Trends in social recruiting, live videos, wearables, and applied cognitive technologies
PEAT’s Work in Apprenticeship

• Collaboration with apprenticeship business intermediary organizations, such as Apprenti

• 2 main focuses for apprenticeship:
  • Including people with disabilities in apprenticeships in the technology industry
  • Fostering professional development in accessible technology skills for technology professionals

• Think Tank 2017 recommendations on apprenticeship to promote accessible technology skills
Accessible Technology Drives Inclusive Apprenticeship Opportunities

• Instructional technology access
  • Universal Design for Learning
  • Access to Learning management software and software for classroom projects and assignments

• Workplace technology access
  • Universal Design of products and systems
  • Access to work training and management systems (as well as software for design, development, etc.)

• Accessibility of technology that cuts across settings (e.g., office software for docs, spreadsheets, etc.)
Making the Business Case for Accessible Workplace Technology

Lori Golden, EY: Making the Business Case for Accessible Technology

Dean Halstead, Microsoft: Making the Business Case for Accessible Technology
Enhancing Support for Autism and Neurodiversity in Apprenticeship

• Spotlight on a neurological developmental disability

• Estimated prevalence of 1-2% among children, youth, and adults

• Autism CARES Act of 2019
  • Expanded prioritization on lifespan research and supports
  • Addition of DOL to the Interagency Autism Coordinating Committee (IACC)

• Natural fit with on-the-job training and related classroom learning associated with apprenticeship
ETA Funded Autism-Focused Grants for Job Development

• Managing the Talent Pipeline in Health Information program
  • American Apprenticeship program (~$5M/5 yrs.)
  • Autism-focused track for medical coding
• Next Step Job Training and Employment Partnership
  • Tech Hire program ($4M/5 yrs.)
  • Goal of 450 participants on the autism spectrum in healthcare and IT fields in the grant proposal)
• Bootcamps for workforce communication, independent living skills, and employability skills
Resources

Work-based Learning and Apprenticeship
Apprenticeship Videos and Toolkit

• **#ApprenticeshipWorks Video Series:** Video series featuring youth apprentices with and without disabilities and their employer sponsors [need URL]

• **Apprenticeship Toolkit:** Tool to help establish apprenticeship programs and support employer engagement for young adults with disabilities

  dol.gov/odep/topics/youth/Apprenticeship.htm
Apprenticeship Finder and Task Force Report

• **Apprenticeship Finder**: Web portal for employers, job seekers, educators, and community-based agencies to promote apprenticeship opportunities

  https://www.apprenticeship.gov

• **Task Force on Apprenticeship Expansion Final Report**:

Business 30-Second Trainings: Recruitment and Hiring Strategies

• Why should I hire a person with a disability?

• How can I find qualified employment candidates with disabilities?

• What questions can I ask when interviewing an applicant with a disability?

• What is a State Vocational Rehabilitation Agency and how can it help me?

• Where can I find common myths and facts about Employers and the ADA?

https://dei.workforcegps.org/resources/2017/12/06/13/59/Business_30-Second_Trainings_Recruitment_and_Hiring_Strategies
Data and Resources to Inspire a Vision of Employment (think about…)

**DRIVE** launched in 2015 by ODEP provides a national and state-by-state profiles of data points, polices, and practices related to:

- Improving employment opportunities for people with disabilities
- Workforce Innovation and Opportunity Act (WIOA) implementation profiles
- Specific information on school-to-work transition plans; and
- Related programs for students with disabilities.

[www.drivedisabilityemployment.org](http://www.drivedisabilityemployment.org)
Apprenticeship EEO Tools and Resources

• **Apprenticeship EEO FAQs**: Overview of what sponsors need to know regarding the Apprenticeship EEO regulations:
  

• **Apprenticeship EEO Video**: Information on what sponsors need to know regarding compliance:
  
  http://mahernet.adobeconnect.com/p96txksu3gnn
Leading source of free, expert and confidential guidance on workplace accommodations

- AskJAN.org
- (800) 526-7234 (Voice)
- (877) 781-9403 (TTY)
- Text to (304) 216-8189
- Skype with janconsultants
- Live chat

Snapshot of JAN’s website
Secondary and Postsecondary Resources

The 411 on Disability Disclosure: Workbook to support self-disclosure and learning rights and responsibilities under the law

http://www.ncwd-youth.info/411-on-disability-disclosure

Skills to Pay the Bills: Free employability skills curriculum developed by ODEP for youth development professionals

https://www.dol.gov/odep/topics/youth/softskills/softskills.pdf
Secondary and Postsecondary Resources

National Center for College Students with Disabilities, a federally funded TA center for college students with disabilities, parents and families, and educators

http://www.nccsdonline.org
Resources on Autism and Employment

• ODEP Topic Resources Webpage on Autism:
  
  https://www.dol.gov/odep/topics/Autism.htm

• JAN’s Info Resources on Autism:
  • Accommodation Series on Autism:
    
    https://askjan.org/disabilities/Autism-Spectrum.cfm?cssearch=1909520_1

  • Interviewing Tips for Job Seekers:
    
    https://askjan.org/publications/consultants-corner/vol10iss01.cfm

• Autism @ Work Playbook from Disability:IN’s Autism @ Work Employer Roundtable: http://disabilityin.org/resources/autism-work-playbook/
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