



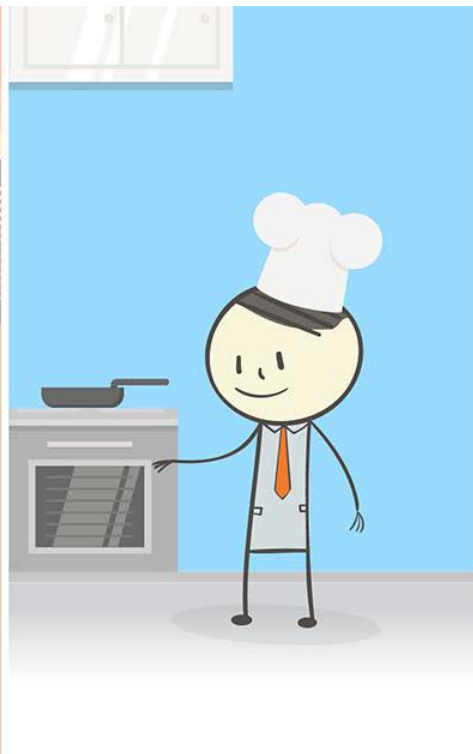
Helping You Today
So You Succeed Tomorrow



Learn While You Earn with Ticket to Work and Apprenticeship

Date:
Wednesday,
November 28,
2018

Time:
3 – 4:30 PM
ET



Accessing Today's Webinar (Slide 1 of 3)

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A screenshot of a 'Join Audio Conference' dialog box. The title bar says 'Join Audio Conference'. The main text asks 'How would you like to join the meeting's audio conference?'. There are two radio button options: 'Dial-out [Receive a call from the meeting]' which is selected, and 'Dial-in to the Audio Conference via Phone'. Under the 'Dial-out' option, there is a dropdown menu showing '+1 (USA)' and an empty text input field. At the bottom right, there are two buttons: 'Join' and 'Listen Only'. A blue arrow points to the 'Listen Only' button from the right side of the slide.

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How would you like to join the meeting's audio conference?

☒ Dial-out [Receive a call from the meeting]

+1 (USA)

☐ Dial-in to the Audio Conference via Phone

Join Listen Only

Accessing Today's Webinar (Slide 3 of 3)

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CTRL + M	Toggle Microphone on (locked) or off.
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CTRL + /	Promote to Preesenter. Requires selected attendee(s) in the Attendee List.
CTRL + ,	Start/Stop Recording (toggle). For Start, brings up the Start Recording Dialog.
CTRL + \	End Meeting. Brings up the End Meeting Dialog.
CTRL + [Start/Stop Desktop Sharing. Applies to currently selected Share Pod.
CTRL + SPACE	Opens up left most menu for keyboard navigation.

<http://bit.ly/adobe-accessibility>

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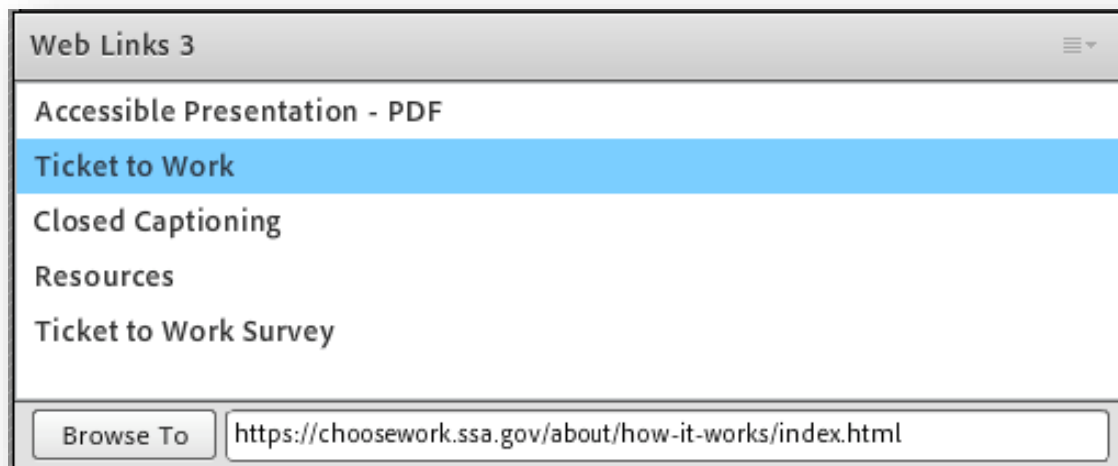
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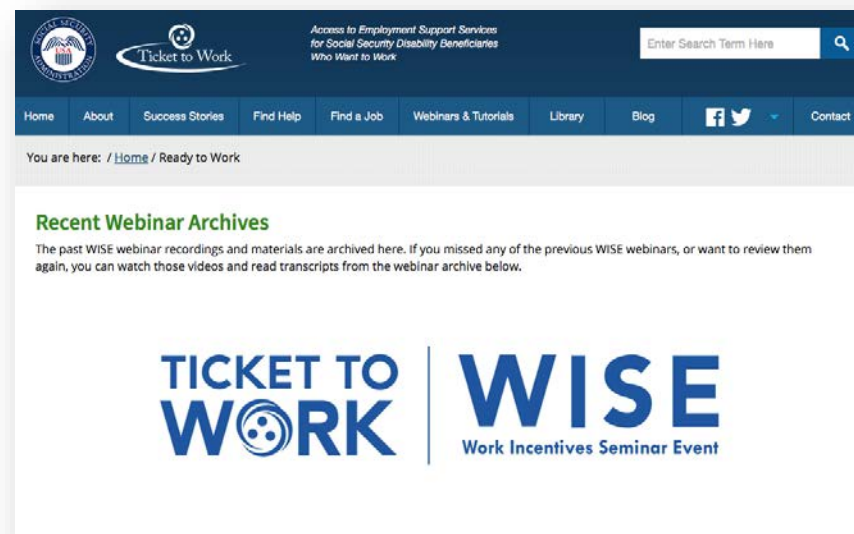
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Presenters

Welcome and Introductions

Moderator: Sarah Hyland, Ticket Program Moderator

Presenters: **Carolyn Jones**, Senior Policy Advisor, Youth Team, U.S. Department of Labor, Office of Disability Employment Policy (ODEP)

Edison Freire, Director, Gateway Initiatives, JEVS Human Services

Chris Bellias, Supervisor, JEVS hireAbility

Susan Schonfield, Executive Director, Community Integrated Services

Derek Schwartz, Information System Support Analyst, Children's Hospital of Philadelphia

Welcome!

Thank you for joining us! Today, we'll discuss:

- Learning Objectives
- ODEP Overview
- Apprenticeship Overview
- JEVs: Connecting Pre-Employment Transition Services to your Career Fields
- Community Integrated Services
- Resources

Objectives

At the end of today's webinar, you will know:

- How to define apprenticeship
- How apprenticeship helps increase access to work
- How the Department of Labor's Office of Disability Employment (ODEP) supports apprenticeship
- The value of apprenticeship for youth and adults with disabilities
- Next steps for people who receive Social Security disability benefits (SSDI/SSI)



Office of Disability Employment Policy (ODEP)

What does ODEP do?

- Connects with others in and out of government
- Supports changes to policy
- Shares tools and resources for others to use
- Assists work to put good practices in action
- Conducts outreach

Source: www.dol.gov/odep



ODEP's Youth Policy Team

ODEP's work includes:

- Career pathways
- Work to support the law to increase job access. This law is the Workforce Innovation and Opportunity Act (WIOA).
- Use of the Guideposts for Success
- Access to Individualized Learning Plans
- Use of Universal Design for Learning
- National Collaborative on Workforce and Disability for Youth (NCWD/Youth)



Active Demonstration Projects

Active employment-related projects:

- Pathways to Careers (Community College Grants)
- Disability Employment Initiative (DEI)
- Apprenticeships for All
- SSI Youth Research Project





Apprenticeship Overview: Earn and Learn



What Is an Apprenticeship?

An apprenticeship:

- Is a training program combining work with learning and training, both on and off the job
- Combines the development of theoretical knowledge regarding a particular occupation or range of occupations with practical experience gained from doing the job



Value of Apprenticeships: Job Seekers



**Way into
industry**

REAL job

Paid salary

**Learn job-
specific skills**

**Gain a variety
of transferable
skills**

**Progress into
higher
education**

**Advancement
in chosen
career**

**Credential
upon
completion**

**Mentor/
experienced
worker**

Education Benefits: Job Seekers



**Pathway to
college**

**Earn college
credit or even a
bachelor's
degree**

**An alternative
to a four-year
degree**

**Gain a variety
of transferable
skills**

**Progress into
higher
education**

**Advancement
in chosen
career**

**Credential
upon
completion**

Compensation

- The average starting wage of an apprentice is between 50 – 60% of the wage of someone who has pursued a traditional career path
- Apprentices usually earn a raise every 6 months if training and school performance is satisfactory
- Average starting hourly wage is \$15.00

Sources: doleta.gov/OA/occupations.cfm and www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm#2a

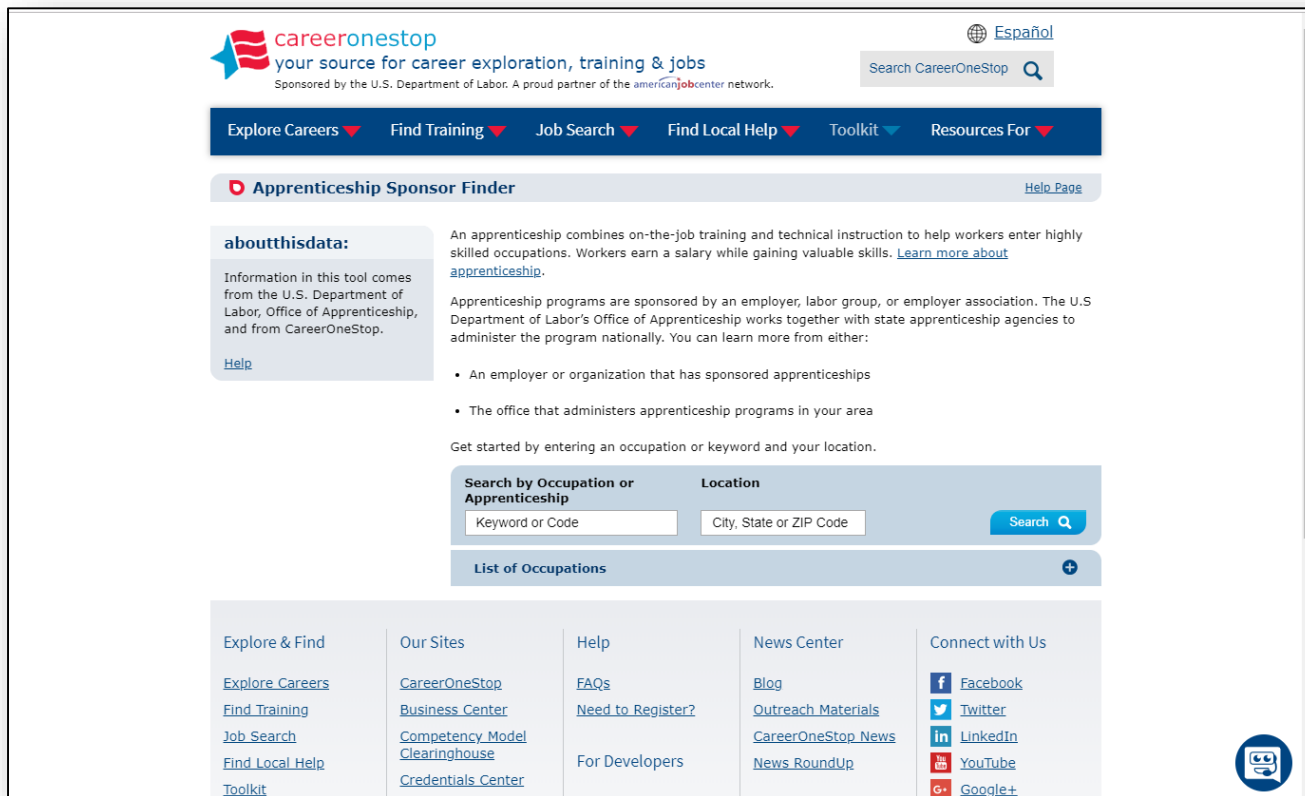


How Do I Find an Apprenticeship?

Most **common** options:

- US DOL: <http://bit.ly/dol-apprenticeship>
- Contact your local American Job Center at: <http://bit.ly/career-one-stop>
- Apprenticeship Finder Tool: <http://bit.ly/finder-tool>





The screenshot shows the CareerOneStop website interface. At the top, the CareerOneStop logo is displayed with the tagline "your source for career exploration, training & jobs". Below the logo, it states "Sponsored by the U.S. Department of Labor. A proud partner of the americanjobcenter network." A search bar labeled "Search CareerOneStop" is located in the top right corner. A navigation menu includes links for "Explore Careers", "Find Training", "Job Search", "Find Local Help", "Toolkit", and "Resources For". The main section is titled "Apprenticeship Sponsor Finder" with a "Help Page" link. A sidebar on the left provides information about the data source and a "Help" link. The main content area explains that an apprenticeship combines on-the-job training and technical instruction, and lists two criteria for sponsors: "An employer or organization that has sponsored apprenticeships" and "The office that administers apprenticeship programs in your area". A search form is provided with fields for "Search by Occupation or Apprenticeship" (Keyword or Code) and "Location" (City, State or ZIP Code), along with a "Search" button. Below the search form is a "List of Occupations" section. The footer contains five columns of links: "Explore & Find" (Explore Careers, Find Training, Job Search, Find Local Help, Toolkit), "Our Sites" (CareerOneStop, Business Center, Competency Model, Clearinghouse, Credentials Center), "Help" (FAQs, Need to Register?, For Developers), "News Center" (Blog, Outreach Materials, CareerOneStop News, News RoundUp), and "Connect with Us" (Facebook, Twitter, LinkedIn, YouTube, Google+).

www.careeronestop.org/Toolkit/Training/find-apprenticeships.aspx



Creating Inclusive Apprenticeships



JEVS Human Services – A 75-Year Mission

*Enhance **dignity, independence, and life opportunities** through a broad range of programs and create innovative, sustainable solutions to address current and future **community needs**.*



A Diversified Human Services Provider

Program Operator

- More than 30 programs serving 30k + individuals
- Workforce development, in-home care, addiction recovery, and others

Employer and Business Services

- 30 job developers supporting employer talent development

Local Employer

- More than 1,000 employees



JEVS hireAbility Program Overview

- JEVS hireAbility offers an empowering, customized employment program to assist individuals of all ages, skill levels, and experiences living with an intellectual disability, mental illness, physical disability, or chronic disease by preparing them for competitive, integrated employment
- We serve approximately **250** people each year and place **100** people into integrated, competitive employment



JEVS hireAbility Services

- Benefits counseling
- Developing inclusive pre-apprenticeship and registered apprenticeship programs



What Is a Registered Apprenticeship?

- It's a full-time job!
- Includes training on the job and in the classroom
 - Apply in-class learning directly on the job site
 - Results in portable, industry-recognized credentials
- Pay increases as milestones are reached
- Mentored by employer at work



Five Core Components of Registered Apprenticeship



Employer Involvement Is Integral

Employer is the foundation for the RA program and must be directly involved and provider of OJL



Structured On-the-Job Learning with Mentoring

Minimum of 2,000 hours
Structured and Supervised



Related Training and Instruction

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

Increases in skills brings about increases in earnings



National Occupational Credential

Apprenticeships as a Career Pathway



**Full-time job
with steady
salary**

**Entry into an
industry**

**Mentored by
experienced
worker**

**Learn job
specific skills**

**Gain a variety
of transferable
skills**

**Advancement
in chosen
career**

**Industry-
recognized
credential upon
completion**

Apprenticeships as Skill Building



Gain technical skills that reinforce workplace learning

Alternative OR pathway to college

Earn college credit or even a degree

Progress into higher education

Transferable credential upon completion

Aligning JEVS hireAbility to Apprenticeships

- Career Planning and Assessment
- Pre-Apprenticeships (IT Career Readiness)
- Apprenticeships
- Retention



Phase 1: Career Planning and Assessment

hireAbility Service

- Traditional assessment
- Work assessment
- One-on-one career counseling



Phase 2: What Is a Pre-Apprenticeship?

- Preparation for a Registered Apprenticeship program
- Work-ready skill development
- Technical training
- Career exposure through job shadowing and internships
- Connected to a Registered Apprenticeship program



Phase 2: Pre-Apprenticeships

hireAbility Service

- Pre-Employment Transition Services (PreETS)
- Career readiness
- Job shadowing
- Work-based learning
- Structural support



JEVS IT Career Readiness Program

JEVS IT Career Readiness program is designed to help young people with autism develop their skills in the IT industry while practicing professionalism and workplace skills



Phase 3: Apprenticeships

- Instructional Support
- Counseling
- Job Development
- Mentorship from Employer



Apprentice Completion Certificate




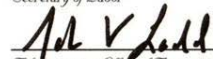
The United States Department of Labor
Office of Apprenticeship
Certificate of Completion of Apprenticeship

This is to certify that
Carl Cane
has completed an apprenticeship for the occupation
Machinist
under the sponsorship of
Smith Manufacturing, Inc.
in accordance with the basic standards of apprenticeship
established by the Secretary of Labor


William J. Kober, *Stat. Director, U.S. Department of Labor*

July 1, 2009
Date Completed




Secretary of Labor

Administrator, Office of Apprenticeship

Phase 4: Retention

- Job coaching
- Counseling as needed
- Building natural supports



Derek's Apprenticeship Experience



And then if you passed, you're into the apprenticeship and you get to move forward.

Social Security Disability Benefits and the Ticket to Work Program



Social Security Disability Benefit Programs



Social Security Disability Insurance (SSDI)



Supplemental Security Income (SSI)

Why Choose Work?

Only you can decide if work is the right choice for you.

- Earn more income
- Gain financial independence
- Meet new people
- Learn new skills



What Is the Ticket to Work Program?

Ticket to Work:

- Is a **free** and **voluntary** Social Security program
- Helps people with disabilities move toward financial independence
- Supports career development



What Services Does Ticket to Work Offer?

Services offered may include:

- Job coaching
- Job counseling
- Training
- Benefits counseling
- Job placement



Support from Employer Network: Community Integrated Services

- Employment Networks (EN) are one type of Ticket program service provider
- EN services help you prepare for, find, or maintain employment and may include:
 - Career planning
 - Job search and job placement
 - Ongoing employment support
 - Benefits counseling
 - Assistance with accommodations



Questions?





Resources: Work-based and Apprenticeships



Apprenticeship Videos and Toolkit

#ApprenticeshipWorks Video Series: Video series featuring youth apprentices with and without disabilities and their employer sponsors

<http://bit.ly/apprenticeship-video>

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

<http://bit.ly/apprenticeship-toolkit>



Apprenticeship Finder and American Dream Blog

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

www.apprenticeship.gov

Apprenticeship and the American Dream Blog:

<http://bit.ly/dol-blog>



Apprenticeship Guides



ODEP's #ApprenticeshipWorks Guides introduce youth, educators, service providers, and businesses to the benefits and opportunities of inclusive apprenticeship:

Youth

<http://bit.ly/dol-individuals>

Educators and Service Providers

<http://bit.ly/dol-educators>

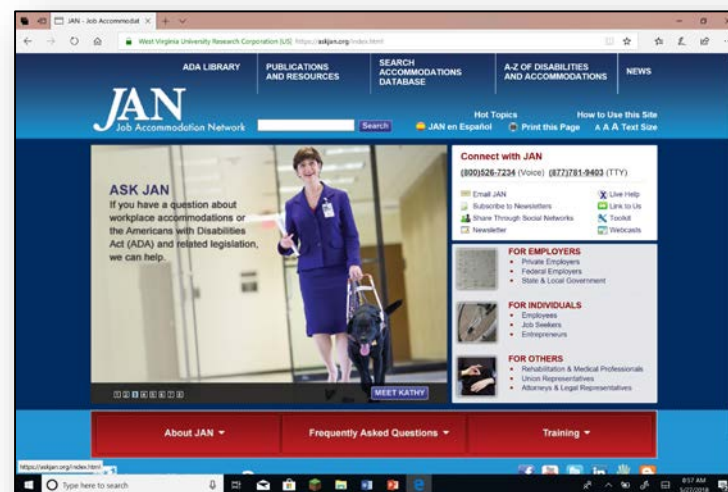
Businesses

<http://bit.ly/dol-business>

Job Accommodation Network (JAN)

Leading source of free, expert, and confidential guidance on workplace accommodations

- [AskJAN.org](https://askjan.org)
- (800) 526-7234 (Voice)
- (877) 781-9403 (TTY)
- Text (304) 216-8189
- Skype with JAN consultants
- Live chat



JAN
Job Accommodation Network

Questions?



Stay in Touch

Call the Ticket to Work Help Line:

- 866-968-7842
- 866-833-2967 (TTY)

Visit: choosework.ssa.gov

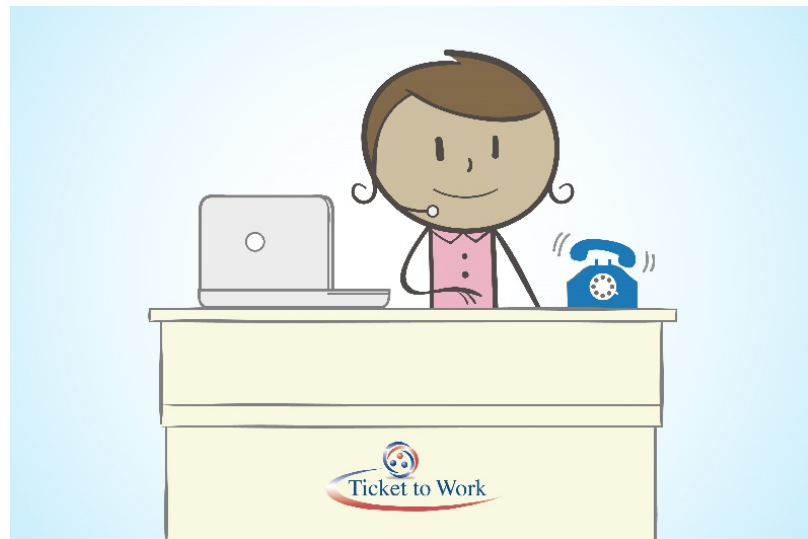
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Time: 3 – 4:30 p.m. ET

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