

ADVANCE APPRENTICESHIP 2

Advancing Equity for People with Intellectual & Developmental Disabilities (I/DD) and Other Disabilities in Pre-Apprenticeship Programs

Presented by: Franca Armstrong, Patricia Dowse, Colleen Blagg, Marilee Boylan & Brandy Solomon



**Council on
Developmental
Disabilities**

Background

How the partnership came together

Grant Funding + Workforce Crisis + Untapped Candidates

Why Pre-Apprenticeship?

*Based on the statistics, by 2030 there will be an estimated
2 million manufacturing jobs that will need to be filled.*



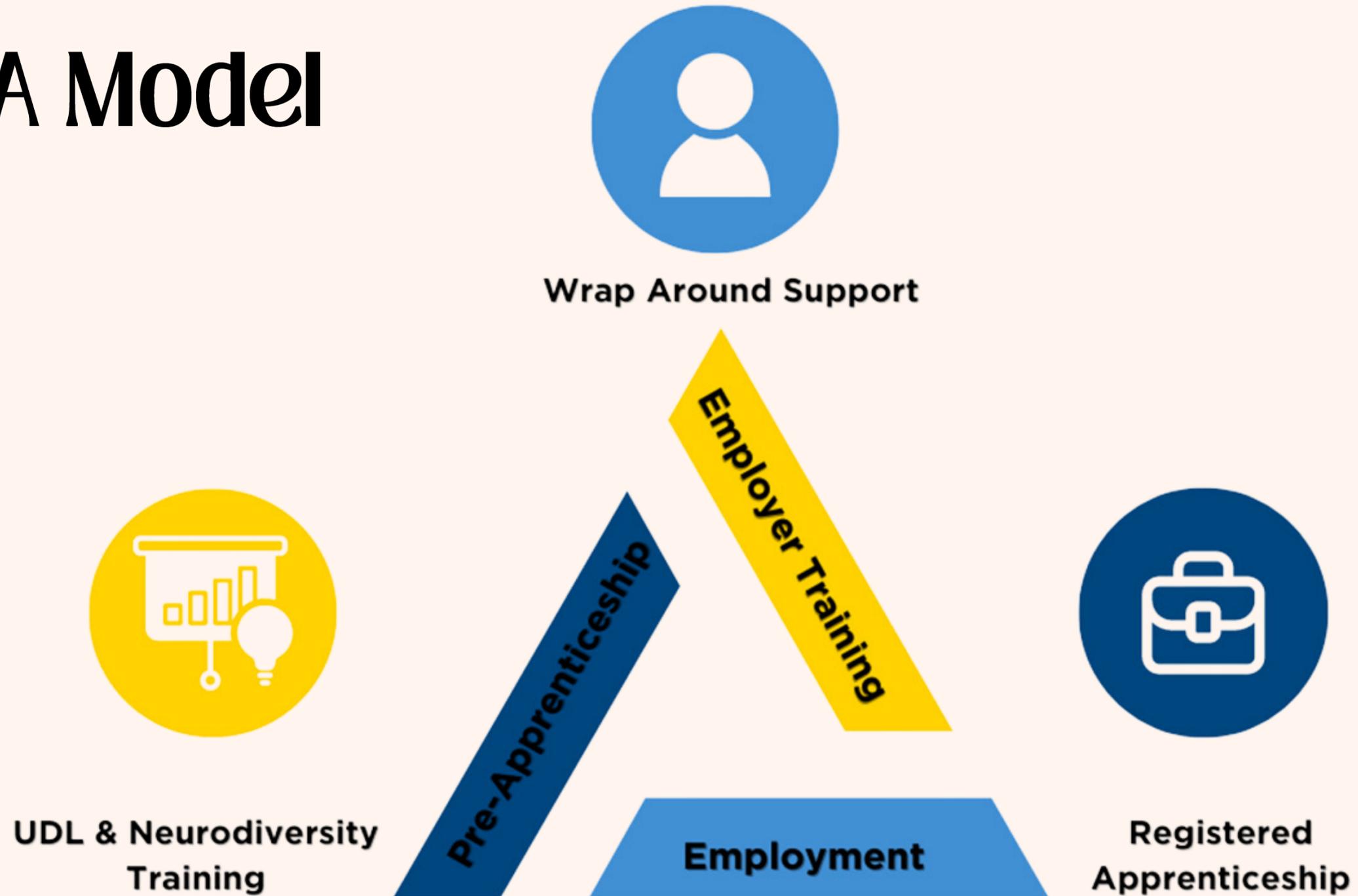
UNIVERSITY of
ROCHESTER
MEDICAL CENTER

SCDD
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The Partners



The A2A Model



Components of Direct Entry Pre-Apprenticeship

Diversity Focus

Inclusive outreach to recruit underrepresented populations in the industry to encourage more diversity.



Hands-On, Work-Based Learning

Ensuring classes are interactive and engaging. Participants have the ability to learn skills in workplace settings

Industry Driven

Aligning training with the skills sought after by employers who offer Registered Apprenticeships. Participants have the ability to earn industry recognized, portable credentials



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Wrap Around Support

Offering assistance with childcare, transportation, and other support to ensure participant success during and after the training.

Sustainable Partnerships

Outreach to employers to create additional Registered Apprenticeship Program opportunities for participants.



Facilitated Entry

Pipeline from the pre-apprenticeship training program directly to RAP opportunities with participating employers.

The Recruitment

1

Inclusive
Marketing

2

Open
Application

3

Braiding
Funding

The Benefits



SUPPORT

To increase outreach to the disability community



DIVERSIFY APPLICANTS

Entering the pipeline to manufacturing with related training ; Bridging Educational opportunities with Manufacturing Career Paths



TRAINING

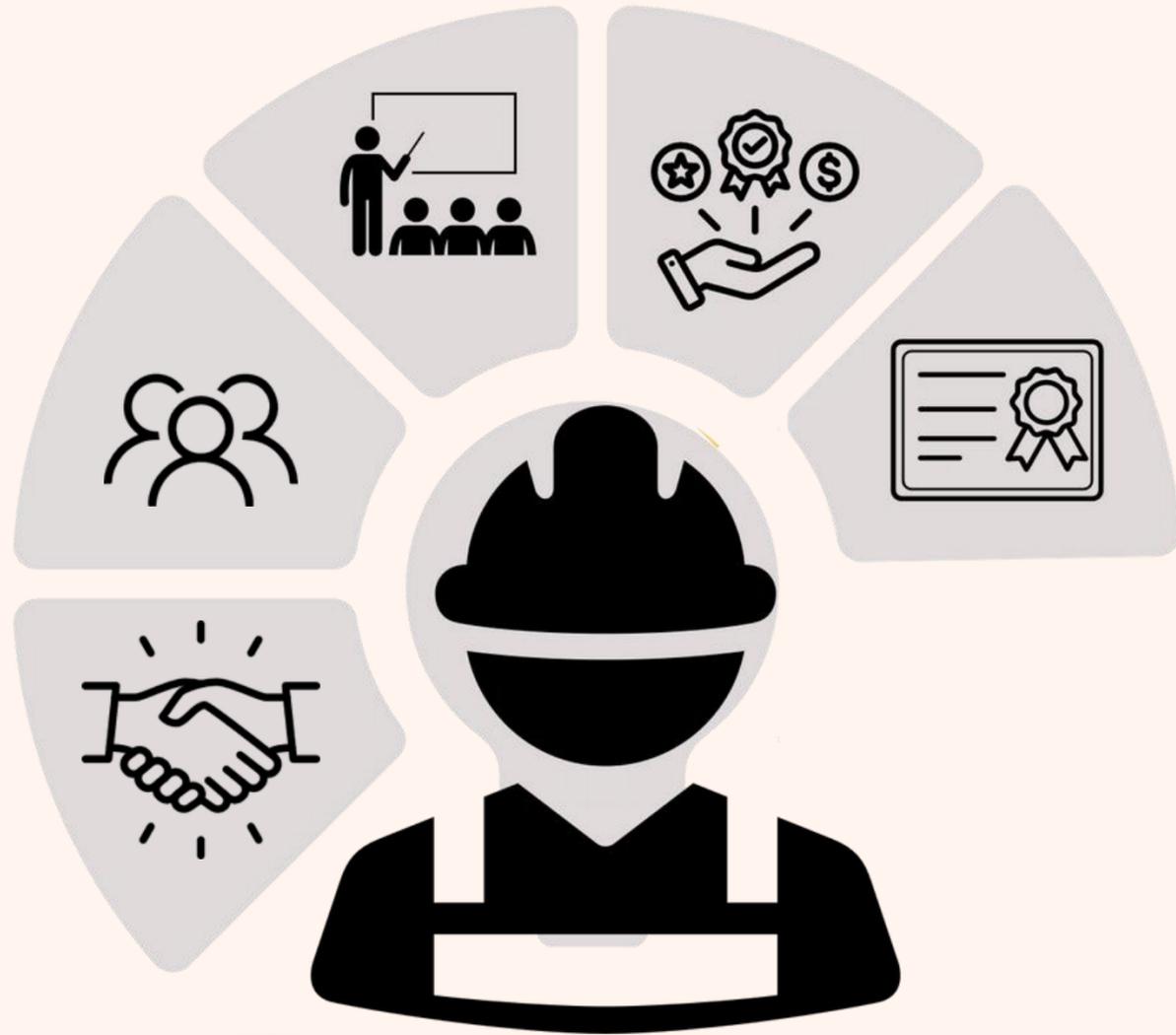
For Instructors and Employers in Neurodiversity & Accommodations



LINKAGES

To community resources and state agencies

6 Core Components of Registered Apprenticeship



①

Business Involvement

②

Related Technical Instruction

③

Structured On-the-Job Training

④

Rewards for Skill Gains

⑤

**National Occupational
Credential**

⑥

Mentor

Outcomes:

→ NYS Direct Entry Designation

3 Cohorts, 25 participants completed ←

100% of students achieved OSHA 10 Certificated (Cohorts 1 & 2)

Opportunities for Certified Manufacturing Associate (CMfgA) Certification (Cohort 3 & beyond)

3 students obtained their CMfgA Certification (Cohort 3)

24 Participants obtained jobs or continued with their employment within:

Manufacturing

Dept of Defense Finance Services

NYS Emergency Preparedness

CIL Apprenticeship in Human Resources



Continued Education:

Several Students took additional courses via Fast Track & MVCC ←

Project Strengths:

*Business w RA connection via MACNY

*Collaborative Partnerships

*Braided funding

*DOL Workforce Board

*Advisory Boards

* Statewide Collaborative for Accessible Apprenticeships

Future Recommendations for Student Success:

- *Student Goal Alignment

 - *Full-time status

- *Front- end Supports

case management
Benefit Planning

- *Industry Knowledge

Universal Design for Learning Video Library

FREE online resource to empower instructors with tools to enhance their teaching skills and effectively support students with diverse learning styles and needs. Developed with grant funding from the Workforce Development Institute, our Universal Design for Learning (UDL) video library is a valuable resource for educators.



<https://scdd.urmc.edu/UDLibrary>



WORKFORCE
DEVELOPMENT
INSTITUTE

UDL Video Library

- UDL Basics
- Behavior Skills Teaching Techniques
- Function and Treatment of Challenging Behavior
- Executive Functioning
- Assessment and Evaluation Tips

Plus

Additional Resources from
Uniquely Abled & SUNY UDL archives

Advance to Success

Mark Aboumrad was apart of the 1st cohort for A2A at MVCC & demonstrated his persistence to be successful.

Mark shared his story:

”Going through the program helped me get this job”

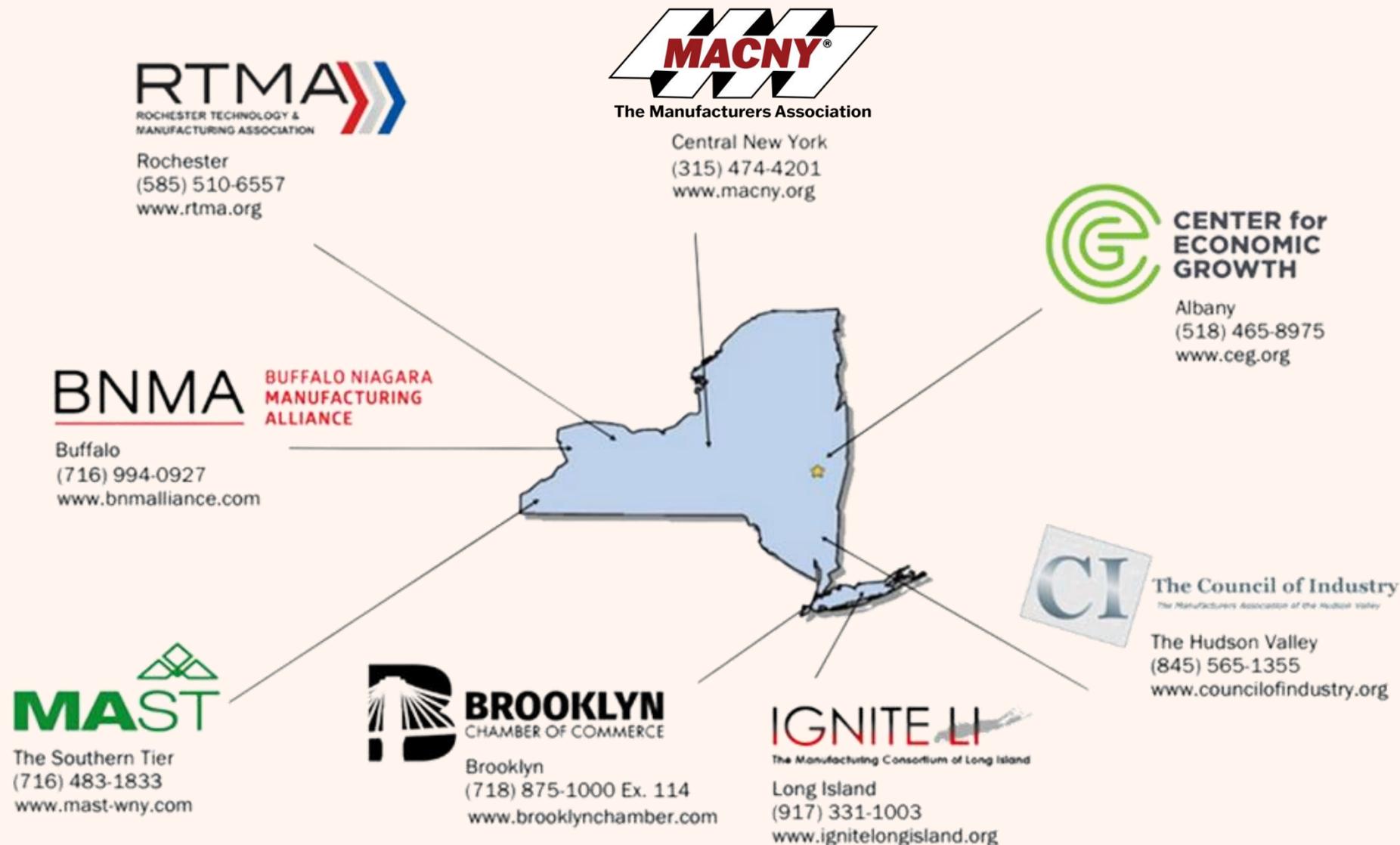
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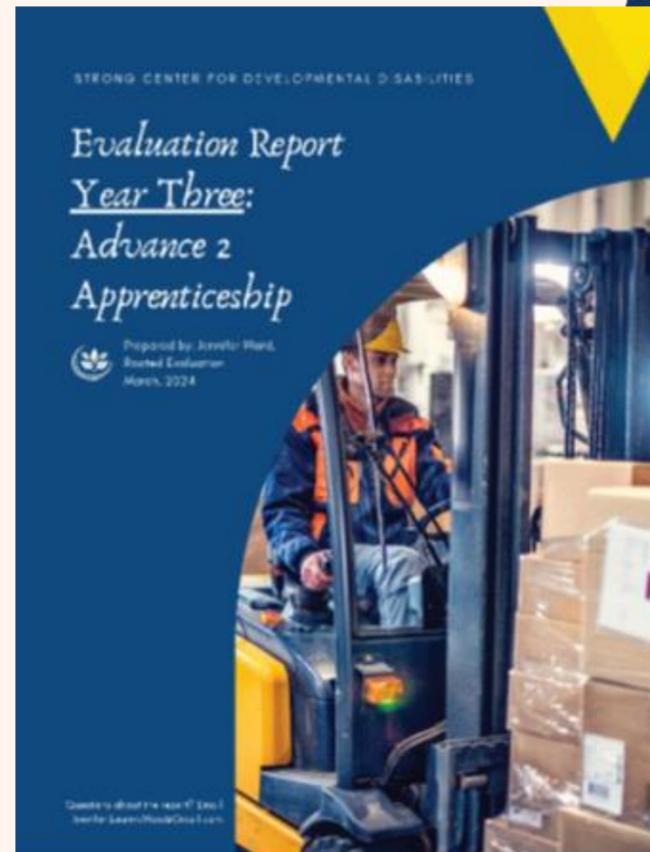
Mark shared a photo from vacation

Sustainability & Capacity Building

Each Region will build connection with alliance partners



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Employment Status	Industry	Hours/Wage	Promotions/Job Changes	Support/Accommodations	Continuing Education
	Federal Gov.	40hr/ \$18.27	New position	Yes; off-site job coaching, extra time	Enrolled in Certificate Course in IT for cybersecurity
	Manufacturing	50hr/ \$22.25	No; however, in interview process for promotion	No	Completed coursework in Mechatronics and AI Machining and enrolling in SUNY
	Gov.	20hr/ \$15	New position	No	No
	Grant	20hr/ \$15	No	No	No
	Contract	20hr/ \$15	No	No	No
		20hr/ \$15	Increased responsibility	No	Enrolled in Associates in Business Administration
		41hr/ 15.50	New position	No	No



Questions

?



PLEASE COMPLETE THIS SHORT SURVEY

Presentation Feedback

QR Code Instructions:

1. Open up your camera app on your phone
2. Focus the camera on the QR code and a link should pop up on the screen
3. Click on the link. If this doesn't work or if you prefer not to use the QR code, you can access the survey at:



<https://redcap.link/satisfaction-employment>



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