

PROJECT 10 TOPICAL BRIEFS are published on a bi-monthly basis. Each issue focuses on a specific topic or theme, highlighting current and upcoming information and events related to secondary transition. This month the Topical Brief is focused on Apprenticeships.

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## Apprenticeships: Who Benefits? It's a Win-Win-Win-Win

Apprenticeships help individuals with disabilities to enter the workforce through paid on-the-job training at work sites in combination with related instructional classes provided by a local career and technical education (CTE) program or college. Apprenticeships vary in length and usually last from one to six years with the goal that the participant is fully prepared to continue employment doing the work he or she has been trained to do.

The first component of the "Win-Win-Win-Win" is the apprentice. Disabled-

World.Com, an independent health and disability news source, describes the benefits of apprenticeship for the participant (the apprentice). The following list summarizes some of the positive benefits apprenticeship provides:

- A pathway from school to work.
- A way to get a head start in a chosen career.
- Paid work and structured training that can be on-the-job, off-the-job or a combination of both.
- Competency based - which means you can complete your training faster if you reach the required skills level.
- Recognition for the qualifications and skills which provide the basis for further education and training over the course of your working life.
- The possibility of reducing formal training time when existing skills and prior experience are recognized.
- Flexibility to choose full-time or part-time programs ([Apprenticeships for People with Disabilities, 2019](#)).

Apprentices are not the only ones who benefit from apprenticeship programs. The second part of the "Win-Win-Win-Win" is about the businesses. The apprenticeship model provides a helpful strategy for employers to meet their workforce needs. While fulfilling those workforce needs, the apprenticeship model makes it possible for employers to train their apprentices in the actual work setting and ensure that apprentices are receiving the outside instruction needed. In addition, apprenticeship programs retain 91% of their apprentices after the apprenticeship ends (Apprenticeship Toolkit - U.S. Department of Labor, n.d.). This enables businesses to thrive through a stable, well-trained, workforce.

Education and the economy are the third and fourth "wins" of the "Win-Win-Win-Win" combination of apprenticeship benefits. Educational institutions and businesses build partnerships through which educators and employers work together to design the exact programs the apprentices need. With educators, employers and employees all experiencing benefits of apprenticeship, states can meet the demands of new and expanding industries in their communities. The economy prospers through the benefits that emerge from this winning combination.



## Apprenticeships: A Win-Win-Win-Win!



### Apprentices

Access training to develop valuable work skills through paid employment.

### Employers

Train their own workers with assistance from local institutions of higher education.

### Educational Institutions

Participate in educating students for participation in the local workforce.

### State and Local Economies

Benefit when individuals are employed, businesses have well-trained employees and educational institutions grow through supporting students and employers.

## Preparing for Apprenticeships: Policy, Funding and Education



Policy and funding play important roles in preparing the way for individuals with disabilities, including youth with disabilities, to access apprenticeships. Governor DeSantis signed Executive Order 19-21, "Charting a Course for Florida to Become Number 1 in the Nation in Workforce Education by 2030 and Ensuring

Florida Students are Prepared for the Jobs of the Future. "In addition to policy changes, the Florida Department of Education (FDOE), the Department of Economic Opportunity (DEO) and CareerSource are working together to promote and fund apprenticeship programs across the state through CareerSource expansion grants. In the spring of 2019, 15 regional CareerSource Centers received funding to support apprenticeship programs in areas such as, construction, manufacturing, pharmaceuticals, marine industry and more. Governor DeSantis said, "The expansion of workforce education and training programs is an essential element of our bold vision to ensure Florida has the Number 1 workforce in the nation. . . investment in apprenticeship opportunities will help businesses strengthen the skills of their existing and future workforce and allow Floridians to earn while they learn in growing industries" ([CareerSource Florida, 2019](#)).

Education also plays an important role by providing the learning experiences students need to be successful in apprenticeships. In fact, the overarching goal of secondary transition is to prepare students to move from high school to post-school opportunities and community life. The transition individual educational plan (TIEP) is a map of academic planning that identifies the student's postsecondary goals while addressing the student's learning needs which facilitates the movement toward those postsecondary goals. Transition services that the student needs to reach those postsecondary goals are provided. Pre-Employment Transition Services (Pre-ETS) can be identified in the TIEP to assist students prepare for apprenticeship programs and long-term employment.

Vocational Rehabilitation (VR) also provides support with transition services. The Workforce Innovation and Opportunity Act (WIOA) requires Pre-Employment Transition Services (Pre-ETS) to be offered to students with disabilities without requiring them to apply for, or be determined eligible for, these services. VR delivers specific Pre-Employment Transition Services including:

- Career Exploration Counseling
- Work Readiness Training
- Self-Advocacy Training
- Postsecondary Educational Counseling
- Community-Based Work Experiences

School districts also support work-based learning experiences through school-based enterprises, community-based instruction, community-based vocational education, service learning, and other innovative programs such as, Project SEARCH and programs uniquely designed by districts.

Successful and plentiful apprenticeship programs across the state of Florida depend on policy to bring all the key entities together. Funding is necessary to support programs that allow apprentices, businesses and the economy to prosper. Education is essential in preparing students to take advantage of all the benefits apprenticeships offer. Apprenticeship programs require a statewide network of effort and collaboration.

**Find Apprenticeship Programs in Florida!**

## CareerSource

Apprenticeships are a focus of the CareerSource Centers in Florida. VR partners with the CareerSource Centers to assist individuals with disabilities to access apprenticeship programs. Apprenticeships are accessed at CareerSource through their scholarship programs that provide individuals with disabilities access to a variety of training services which include the following:

- Job/work readiness training
- Occupational skills training
- On-the-job training
- Registered apprenticeship
- Skills upgrading and retraining



Students can apply for the scholarships by going to the website of a regional CareerSource Center. One can locate the closest local CareerSource Center at

<https://careersourceflorida.com/career-services/>.

Once the local center's web address is identified follow these steps to apply for a scholarship which includes the locally available apprenticeship options:

- Locate "Career Services" at the top of the homepage and then select "Training Opportunities".
- On the "Training Opportunities" page the student will find a link to register in Employ Florida, which is a requirement. There is also a link to instructions on how to register in Employ Florida.
- After the student is registered in Employ Florida, return to the "Training Opportunities" page and select the button labeled, "Start Scholarship Request". The Scholarship Request has four steps:
  - View the Scholarship and Training Orientation
  - Explore the Targeted Occupations List for the Area
  - Explore the list of approved Training Providers
  - Complete the Scholarship Request

An additional resource for finding an apprenticeship, aptly named, Apprenticeship Finder, is provided by the U.S. Department of Labor at

<https://www.apprenticeship.gov/apprenticeship-finder>.

### Florida Department of Education (FDOE) - Apprenticeship Programs

Apprenticeships can also be found through the FDOE Apprenticeships Programs. There are currently six regions across the state that provide assistance through Apprenticeship Training Representatives (ATRs). Additional regions are being developed to widen access to apprenticeship programs for Floridians. Follow these steps to access an Apprenticeship Program through the FDOE:

- Navigate to the Apprenticeship Programs page at <http://www.fldoe.org/academics/career-adult-edu/apprenticeship-programs/>.
- Click onto one of the regions to find the contact information for an ATR.
- Contact an ATR who serves your region. The ATR will provide the most updated information about regionally available Apprenticeship Programs. The information shared by the ATR will guide the student to the program in which he or she is interested and explain how to contact the Apprenticeship Program Sponsor.
- Contact the Apprenticeship Program Sponsor. Each program has its own set of qualifications which must be met before an application can be completed.
- The Apprenticeship Program Sponsor will help determine if the student is qualified to pursue the apprenticeship and, when appropriate, provide the student with information about how to apply to become an apprentice.

New Apprenticeship Programs are growing in number and are becoming more diverse with programs for Childcare Development Specialists, Electricians, Pharmacy Technicians, Carpenters, Pipe-Fitters, Landscape Technicians and Animal Trainers, just to name a few. This is a great time for students with disabilities to be checking into apprenticeships.

## Resources

### [Apprenticeship Information and Resources from the Office of Disability Employment Policy \(ODEP\)](#)

This webpage provides information and links to a variety of resources on the topic of apprenticeship.

### [Apprenticeship Toolkit - ODEP](#)

This toolkit provides information on a series of topical areas around registered apprenticeship and how it can be used to provide employment opportunities for people with disabilities.

### [Apprenticeship Works for You: A Guide for Individuals Exploring Inclusive Career Paths](#)

A brief apprenticeship guide from Apprenticeship Works.

### [Increasing the Participation of Young Adults with Disabilities in Apprenticeship Programs - ODEP](#)

This document provides information and links to a variety of resources on the topic of apprenticeship.

### [Postsecondary Apprenticeships for Youth: Creating Opportunities for High Demand Employment](#)

This article describes an apprenticeship program for youth entitled, PAY Check. This unique program serves students ages 18-21 years who receive special education services and are eligible for VR services. PAY Check includes a high school diploma option, PSE, paid apprenticeship components and incorporates self-determination training throughout.

### [Project 10 Website: Information on Apprenticeships](#) [Project 10 Website: Business & Education Partnerships](#)

These two webpages provide information and links to a variety of resources on the topic of apprenticeship.

### [U.S. Department of Labor Presents: Youth with Disabilities Entering the Workplace through Apprenticeship](#)

The purpose of the tool kit is to provide information on a series of topical areas around registered apprenticeship and how it can be used to provide employment opportunities for people with disabilities.

## Upcoming Events

Florida Division on Career Development and Transition (DCDT) VISIONS Conference  
Due to the COVID-19 Virus, the VISIONS Conference is rescheduled for Spring 2021.  
**Dates:** April 12-14, 2021  
**Location:** Sheraton Orlando, Lake Buena Vista Resort  
Check the [FLDCDT website](#) for the latest updates.



## Save the Date: 3rd Annual Making Wellness a Priority: Healthy Minds & Healthy Futures Conference

This statewide conference brings together national and local speakers and presenters who will share innovative and proven practical approaches in the area of transition of youth with emotional and mental health disabilities, specifically addressing prevention, employment, community engagement and systems of care. Participants will have the opportunity to advance their transition knowledge and practical skills related to positive post-school outcomes for youth with mental health disabilities.

**Dates:** May 5-7, 2021

**Location:** Marriott Sawgrass Resort, Ponte Vedra, FL

Registration will open January 4, 2021.

For more information about the event click [here](#).

## Upcoming Webinars

### [Step Up For Students Scholarship Programs](#)

Online Parent Workshops for Scholarship Programs Step Up For Students is partnering with Celebrate Youth to host a series of online parent workshops for families interested in our scholarship programs.



- Hope Scholarship (children who have been bullied) Parent Workshop  
**Date/Time:** July 28, 2020, 12:30 p.m.  
Click [here](#) register.

### **Build Family and Physician Partnerships Through Effective Communication**

Join this open forum session to discover new approaches to communicating with your care team and to learn and ask questions for better family physician relationships and health outcomes.

**Date/Time:** July 22, 2020 6:30 p.m.

Click [here](#) to register.

### **The New Landscape of Florida's Workforce for Today & Tomorrow - Trends & Data**

Business leaders have played an important role in the reopening of Florida. Many questions remain about how to prepare for the future.

- What lessons are we learning that can inform effective pandemic recovery and the re-hiring of Florida's workforce?
- Are we ready for the challenges ahead?
- What must we do to keep focused on diverse hiring practices as Florida re-opens for business?
- Which industries have been the most effected (in both good & bad ways) by the pandemic?

The New Landscape of Florida's Workforce for Today & Tomorrow webinar will be led by Allison Chase, Vice President of The Able Trust, and will feature Adrienne Johnston, Chief of the Bureau of Labor Market Statistics at the Florida Department of Economic Opportunity, and Heather Deyrieux, President of HR Florida. Florida's workforce status will be reviewed and strategies for moving ahead will be explored.

**Date/Time:** July 23, 2020 11:00 a.m.

Click [here](#) to register.

### **Transition to Employment: Tools to Help You Find a Job**

Join this webinar to learn about tools that help during a job search. This session will explore apps for searching for jobs, writing a resume or letter and preparing for an interview. Additionally the webinar will explore how to keep track of communications, read with text-to-speech and write with dictation.

**Date/Time:** July 30, 2020 2:00 p.m.

Click [here](#) to register.

### **Succeed at Work: Tools that Support Executive Function and Focus on the Job**

This workshop will showcase technology to support executive function at work. Topics will include managing time, staying organized, completing tasks and maintaining focus. Demonstrations will include timers, task managers and smart pens.

**Date/Time:** August 11, 2020 2:00 p.m.

Click [here](#) to register.

### **Strategies for Augmentative and Alternative Communication (AAC) Implementation**

Augmentative and alternative communication (AAC) tools can help individuals communicate with others but implementing them can be overwhelming. This workshop will explore strategies to implement AAC in an individual's routines and environments.

**Date/Time:** August 18, 2020 2:00 p.m.

Click [here](#) to register.

### **Tools for Success: Technology to Support Young Adults with Disabilities at College and on the Job**

This workshop will feature a wide range of technology to support youth with disabilities at college and on the job. Demonstrations will include tools and apps for executive function, computer access, reading, writing and note taking.

Location: Online Web Streaming

**Date/Time:** August 26, 2020 2:00 p.m.

Click [here](#) to register.



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#### **About Project 10 Topical Briefs:**

Project 10 Topical Briefs provide informational summaries and resource links related to secondary transition.

**Have a question? Want to find or recommend a resource? Have some great news to share?**

Email us at [project10@stpete.usf.edu](mailto:project10@stpete.usf.edu).

For back issues of Project 10 Topical Briefs, visit our [Topical Briefs](#) page on the [Project 10](#) website.

#### **Project 10: Transition Education Network**

Assists Florida school districts and relevant stakeholders in building capacity to provide secondary transition services to students with disabilities in order to improve their academic success and post-school outcomes.

**Project 10: Transition Education Network**  
**University of South Florida St. Petersburg**

Questions or comments?

Email us at [project10@stpete.usf.edu](mailto:project10@stpete.usf.edu).

[www.project10.info](http://www.project10.info)