



Inroads to Employment Year 3

3/1/2020 – 2/28/2021

<p>System Gap Addressed</p>	<ul style="list-style-type: none"> • The Office of Disability Employment Policy indicates the employment rate for youth with disabilities is significantly less than youth without disabilities (60 - 70 % less). • Work-based learning promotes problem solving and adult thinking. • Young people with disabilities have limited access to many of the venues for teens such as sports, clubs or after school jobs that build employment skills.
<p>Initiative Goals and Timeline</p>	<ul style="list-style-type: none"> • Establish three registered apprenticeships. • Expand Workforce options for youth ages 14-21 through Pre-Employment Transition Services through collaborative efforts between two local public school systems and North Carolina Division of Vocational Rehabilitation Services. • Improve employment prospects and job search skills for post-secondary students living with I/DD through career mentorship program and the development of stronger linkages between career services and disability services offices. • Demonstrate the impact of post-secondary career mentoring programs that connect local business professionals with current post-secondary students living with I/DD.
<p>Description of Activities</p>	<ul style="list-style-type: none"> • Facilitated two Pre-ETS programs, one in 2018 with Cleveland County Schools (CCS) and another with Gaston County Schools (GCS) designed to serve three schools with plans to serve about 40 students, which was on track to begin January 2020. • Registered apprenticeship sites established at Your Local Greens in Burlington, NC and Well-Spring Retirement Center in Greensboro, NC. • Established business mentoring program for UNC-Charlotte students living with disabilities to assist in expanding employment opportunities for university students with disabilities. • Continued recruitment of business leaders to serve as mentors.
<p>Description of COVID-19 Related Adjustments</p>	<ul style="list-style-type: none"> • Contractor is partnering with the national Partnership to Advance Youth Apprenticeships (PAYA) and the NC Justice Center. This resulted in strategies and resources specific to youth living with disabilities being included in tool kits used to expand the availability of apprenticeships to youth with disabilities. • Development of a small pilot with Gaston County Schools to explore the feasibility of virtual Pre-ETS courses in compliance with COVID-19 restrictions • Development of a guidebook which will highlight successes from Pre-COVID-19 registered apprenticeship sites at Your Local Greens in Burlington, NC and Well-Spring Retirement Center in Greensboro, NC
<p>Achievements and Outcomes to Date</p>	<ul style="list-style-type: none"> • Ongoing development of registered apprenticeships in business, technology, and healthcare career areas • Framework being established for apprenticeship in agrotechnology through partnership with hydroponic agribusiness, Your Backyard Greens

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(continued)

Achievements

(continued)

- Pre-Employment Transition Services Contract with Chapel Hill Carrboro Schools began January 2018.
- Technical assistance provided to Cleveland County Schools for their submission of Pre-ETS proposal to NCVR completed June 2018.

Expected Systems Change as Result of Initiative

- Leadership is currently being engaged, and business volunteers identified, for College Mentoring Program demonstration activities.