

LEADCenter

WIOA POLICY DEVELOPMENT

The disability community is diverse. The LEAD Center is committed to being **intentionally inclusive** of race, ethnicity, gender identity, socioeconomic status, and disability in our research, programs, and partnerships. Talking about “intersectional identities” is important, and we strive to foster a learning environment. Therefore, we invite you to join our events with **empathy and open-mindedness**.

[Learn more about our dedication to Diversity, Equity, Inclusion, and Accessibility \(DEIA\).](#)

Paving Pathways to Careers and Advancement: Leveraging Registered Apprenticeships to Meet the Demand

November 13, 2024
LEAD Center

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Facilitator

Sarah Loizeaux

Subject Matter Expert on
Inclusive Career Pathways
(Facilitator)

LEAD WIOA Policy
Development Center
National Disability Institute

Housekeeping I: Captioning

Captions - if you wish to personalize the captioning:

- Click the **“Show Captions”** option in Zoom control to view Captions.
- Alternatively, you may **open a captioning web page** in a new browser tab. **Click the link** posted in the Chat box to [access captions](#).
 - Adjust the background color, text color, and font using the drop-down menus at the top of the browser. Position the window to sit on top of the embedded captioning.

Webinar Archive – This webinar is being recorded and the archive and supporting materials will be placed on the LEAD Center website under [Recent & Upcoming Events](#) within 10 business days.

Housekeeping II: Questions

Content questions?

Click on the Q&A button and type in your question.

Tech support questions? Type your question in the Chat box.



Learning Objectives I



At the end of this webinar, you will learn:

- How registered apprenticeships can be designed to open doors to in-demand professions in which there are labor shortages, such as Direct Support Professionals (DSPs).
- How registered apprenticeships can provide critical onramps to work for individuals facing employment barriers, including people with disabilities.

Learning Objectives II



At the end of this webinar, you will learn:

- Strategies to improve job quality for DSPs, including programs designed to increase wages, benefits, and provide tuition support.
- How DSP roles serve as entry points into broader community service or healthcare career pathways.
- How to find resources to start a registered apprenticeship program.

Speakers



Welcome and Opening Remarks

Taryn Williams

Assistant Secretary

Office of Disability Employment Policy

U.S. Department of Labor





- [Leah Cadena-Igdalsky](#), Associate, Social Policy Research Associates
- [Kris Palmer](#), Senior Associate, Social Policy Research Associates

Who are DSPs?

DSPs:

- Support people with disabilities and older adults to live independently, participate in their communities, and seek and maintain competitive integrated employment (CIE).
- Are a subset of the larger direct care workforce.
- Are in high-demand- 83% of intellectual and developmental disabilities providers turned away new referrals because of insufficient DSP staffing.
- Face low wages, lack of benefits, and limited upward mobility.



Advancing Career Pathways with Job Quality in Mind

- [A new memo from the LEAD Center](#) focuses on three recommendations to make DSP work more attractive to jobseekers:
 - Reframing and honoring DSP work as a service tied directly to our national interests.
 - Supporting policies and practices that enable DSPs to build on their skills, earn postsecondary education credentials, advance in their careers, and earn higher wages.
 - Encouraging people with disabilities and others who want to work to become DSPs.

Reframing and Honoring DSP Work



- Prioritization of direct support work within national service programs could help highlight the need and value of DSPs.
- Further integrate DSP pathways into AmeriCorps.
- Provide training through Job Corps.

Support Policies and Practice for Advancement

Advancement Strategies

- Employee ownership
- Raising the DSP wage floor
- DSP-related unions and union organizing
- Wage progression
- Career advancement including pursuit of a college degree to reach career goals and living wages



Encourage People with Disabilities and Others Who Want To Work To Become DSPs



Inclusive recruitment, accommodation and support for:

- People with disabilities
- Immigrants
- Veterans
- Re-entry populations
- People receiving public assistance



- [Dan Paris](#), Supervising Apprenticeship Training Representative, New York State Department of Labor, Division of Employment and Workforce Solutions

WE ARE YOUR DOL



**NYS REGISTERED APPRENTICESHIP
DIRECT SUPPORT PROFESSIONAL**

REGISTERED APPRENTICESHIP OVERVIEW

- On-the-job training (OJT)
- Related instruction (RI)
 - SUNY
 - College of Direct Support
 - In - House

REGISTERED APPRENTICESHIP OVERVIEW (Continued)

- Sponsor: 16 from 2006 - 2024
- Over 50 Active Apprentices
- 76 Completions



PARTNERSHIPS

- State University of New York (SUNY)
- Local Arc
- Sponsor





- [**Sarah Wilson-Sparrow**](#), Vice President, Workforce Development & Community Education, SUNY Schenectady County Community College
- [**Lauren Lankau**](#), Assistant Vice President, Workforce Development & Community Education, SUNY Schenectady County Community College

The SUNY Apprenticeship Program

- Partnership between SUNY, NYS DOL and US DOL.
- Expands registered apprenticeships in New York State.
- Focuses on engaging employers to secure paid apprenticeships in high-demand, competitive wage occupations.
- Allows SUNY colleges to support:
 - employers with registered apprenticeship programs
 - current and future registered apprentices.
- Applications submitted by SUNY Schenectady on behalf of employers to secure funding for related instruction.

Funding Opportunities through the SUNY Apprenticeship Program (I)

- **Related Instruction**

- Pays tuition for full-time employees to complete academic-related instruction.
- Funding cap per person: \$6,000.

- **Curriculum Development**

- Funds course creation and revision that meets requirements for related instruction and is connecting to an existing or pending registered apprenticeship program.
- Funding cap: Commensurate with college policy.

Funding Opportunities through the SUNY Apprenticeship Program (II)

- **Hybrid & Competency-Based Assessment Tool Development Administration**
 - Allows apprentices to demonstrate their mastery of skills as they are attained.
 - Funding cap: Case-by-case basis.
- **Pre-Apprenticeship**
 - Prepares potential apprentices with the skills necessary to meet entry or progression requirements and/or succeed in a registered apprenticeship.
 - Funding cap per person: \$1,000.
- **Industry Roundtables**
 - Convening of employers to identify particular workforce needs and skill gaps that can be filled through a registered apprenticeship program with training offered by a SUNY college.
 - Funding cap: \$2,000.

The DSP Certificate Program Curriculum

- 25 credit hours.
- All existing courses except “Psychology of Disabilities.”
- All credit hours transferrable to five associate degree programs:
 - Chemical Dependency Counseling
 - Human Services
 - Psychology
 - Sociology
 - Liberal Arts
- Credits transferrable to local four-year colleges via articulation agreements.
- Receive an actual certificate upon completion.
- Now offer 2 microcredentials: DSP I & II.



Apprentice Support

- Meeting the needs apprentices
 - Application /Registration Process
 - Orientation
- Registered Students
- Additional Supports available to apprentices



Takeaways

- The apprenticeship program model is designed to:
 - professionalize the DSP title,
 - enhance career and skill development, and
 - improve employee retention.
- It is replicable contingent on participation of local community college.
- Partnership is key to program success!

DSP Quote

“As a DSP, I am no stranger to hard work and dedication. With that said, it is a wonderful feeling to know that the company I work for sees potential in my career development and is working hard to support me in return.”



- [Jane Canale](#), Human Resources Director, Liberty ARC, Liberty Foundation
- [James Papaliosas](#), Apprentice Journeyman, Liberty ARC, Liberty Foundation



- [Caroline Ryan](#), Deputy Director, Center for Innovation and Partnership, Administration for Community Living



Building National Capacity to Support Community Living

Created by the Administration for Community Living, the Direct Care Workforce Strategies Center (Strategies Center) provides resources, technical assistance, and training to state systems, providers, and stakeholders to improve workforce recruitment, training, and retention.

Provide tools and training

Facilitate peer-to-peer sharing

Maintain a clearinghouse of resources

Direct Care Workforce Strategies Center Partners





State Action to Professionalize and Grow the DSP Workforce: Examples from the Strategies Center

Strategies Center Peer-Learning Collaborative (PLC) Series

- We exposed 14 states to several innovative models and promising strategies to grow and professionalizing the DSP workforce:
 - Braiding workforce development and vocational rehabilitation funds,
 - Targeting recruitment efforts,
 - Surveying DSPs, and
 - Incentivizing enhanced training and professional development.

Examples from the Strategies Center: Advancing DSP Career Pathways (I)



Peer Learning Collaborative milestones that help advance DSP career development pathways:

- **California:** Cross-walking requirements across licensed DCW professions with the intent of creating a “core competency” curriculum and “core competency passport.”
- **Connecticut:** Reviewing various credential frameworks, funding considerations for credential programs, and skill differentiation across direct care categories (including DSPs).
- **Kansas:** Developing draft business case for investment in DSP career ladder training and managed care pay-for-performance options.

Examples from the Strategies Center: Advancing DSP Career Pathways (II)



Peer Learning Collaborative milestones that help advance DSP career development pathways:

- **Louisiana:** Outlining comprehensive DSP training & career ladder initiative the state wants to pursue.
- **New Hampshire:** Building business case to expand successful practices piloted during ARPA-funded workforce development grants.
- **Utah:** Working on a specific recruitment plan targeting individuals with I/DD and asylum-seekers/New Americans who are interested in pursuing careers in the care sector.

DCW Resources: Strategies Center Webinar Series

- **Federal Action to Address the Direct Care Workforce Crisis** (March 2024)
[TA webinar recording with speakers and ASL](#) | [Event TA webinar recording with speakers and slides](#) | [TA webinar slides](#)
- **Addressing the Shortage: The Current State of the Direct Care Workforce** (April 2024)
[TA webinar recording with slides and ASL](#) | [TA webinar slides](#)
- **Call-to-Action for Building the Home and Community-Based Services Workforce Data Infrastructure** (May 2024)
[TA webinar recording with slides and ASL](#) | [TA webinar slides](#)
- **Using Marketing Campaigns to Expand & Advance the Direct Care Workforce: The WisCaregiver Careers Experience** (July 2024)
[TA webinar recording with slides and ASL](#)

DCW Resources: Resource Hub

- The Strategies Center website hosts a [Resource Hub](#) curated by the Strategies Center Partners available across a variety of topics related to DCW state systems change.

Browse Resources by Topic

We are building this library of resources to support states and communities in strengthening and expanding the workforce that provides home and community-based services. We have gathered resources from federal agencies, as well as resources published by partners from all levels of government, research and advocacy organizations, non-profits and industry, and other stakeholders. We're continuing to add more, so please check back often!

Do you know of a resource we should add? Please [send us a recommendation](#).

[Recruitment & Retention](#)

Explore strategies for finding and retaining direct care professionals

[Professional Training & Education](#)

Read about ways to expand and improve training of the workforce

[Data & Research](#)

Examine the most recent data on workforce demographics, job roles, and wage trends

[Financing](#)

Read about Medicaid LTSS spending and other opportunities to strengthen financing

[State Strategies & Initiatives](#)

Discover state strategies that address workforce needs, job quality, and wages

[Self-Direction](#)

Learn about self-direction and how it can improve long-term care services and supports

[Family Caregiving](#)

Understand the landscape of caregiving and the importance of strengthening supports



Apprenticeship**USA**



- [Lauren Smith](#), Apprenticeship Training Program Specialist, U.S. Department of Labor, Office of Apprenticeship



Questions?

LEAD Center State Specific Policies and Data

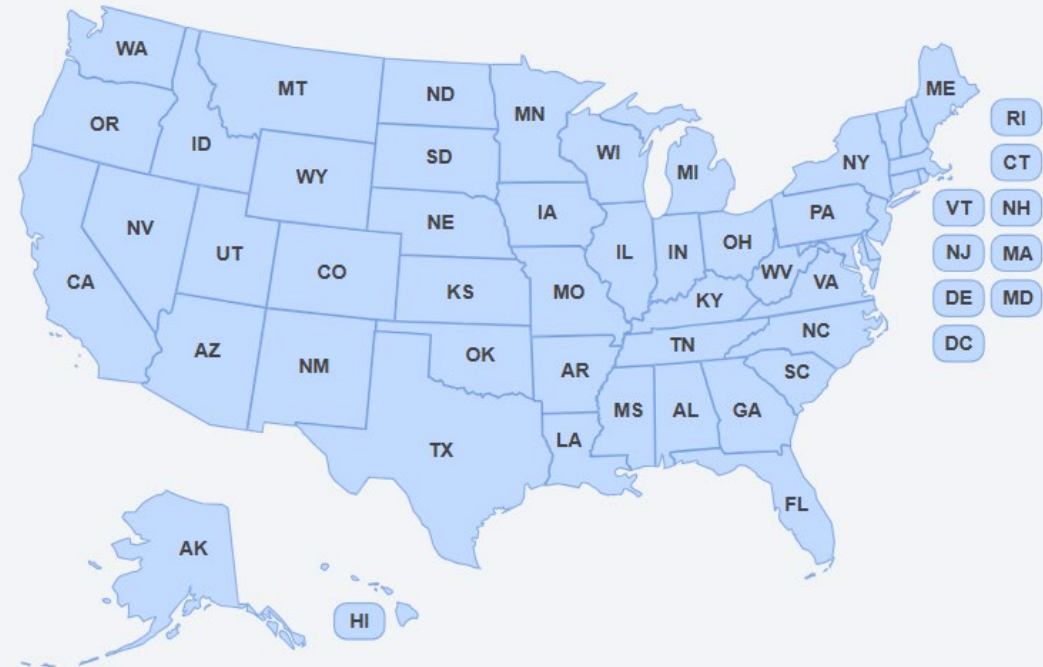
- [Explore](#) state-specific policies, initiatives, and services to better understand how your state supports workforce inclusion and equity for individuals with disabilities.
- With easy navigation, you can select any state to explore its unique approach to workforce inclusion and equity.



State Specific Policies and Data

Every state sets a course to ensure that workplace systems provide equal opportunity and full participation for those with disabilities.

In this section, find links to labor, health, vocational rehabilitation (VR) and other agencies for each state, along with relevant policies, initiatives, and services. Select a state to learn about their policies and initiatives.



Select a State to Begin ▼

Upcoming Webinar of Interest

[Empowering Direct Care Workers: A Success Story of Building Career Pathways](#)

November 14, 2024, 1 pm ET. Join this webinar to learn how Seeking Employment, Equality and Community (SEEC) builds career pathways and retention strategies for direct care workers.

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JOINING!**