

Uniquely Abled

A Business Led Initiative to Employ People with Autism



GlendaleLEARNS
Glendale Community College

Needs under AB86



Conduct Labor Intelligence Research

Conduct Environmental Scan

Gather Stakeholder Input

Establish Partnerships

Facilitate Planning Events

Develop 3 Year Plan

Our Purpose

Vision

All adult learners will have access to and participate in education and resources leading to meaningful employment or higher education.

Mission

The Glendale Community College Regional Consortium provides pathways to skills and education towards viable employment, regardless of ability, through multiple community partners.

Priorities



Increase Access to Adult Education



Create Career Pathways that Lead to Gainful Employment



Create Programs for Adults with Disabilities



Contextualize ESL & Integrate in Career Pathways



Develop Capacity and Capabilities of Faculty and Staff

The Need



Prevalence of ASD in US: 1 in 68 (CDC)
Prevalence in CA: 1 in 113 (TACA)
Los Angeles has 4 clusters of autism prevalence



Unemployment Rate for People with Disabilities in LA: 17.7%



Unemployment Rate for Cognitive Disabilities: 59.7%

The Challenge

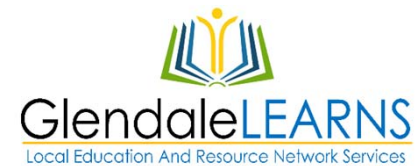


*“If you’ve met one person with autism,
you’ve met one person with autism”*

Dr. Stephen Shore

***Each customer has unique abilities and needs, requiring a
variety of supports and accommodations***

Business Led Partnership



Business led integrated partnership

The Solution



Computer Numerical Control (CNC) Machinists

Work Readiness



Work Readiness,
Job Placement
& Retention

Work Readiness

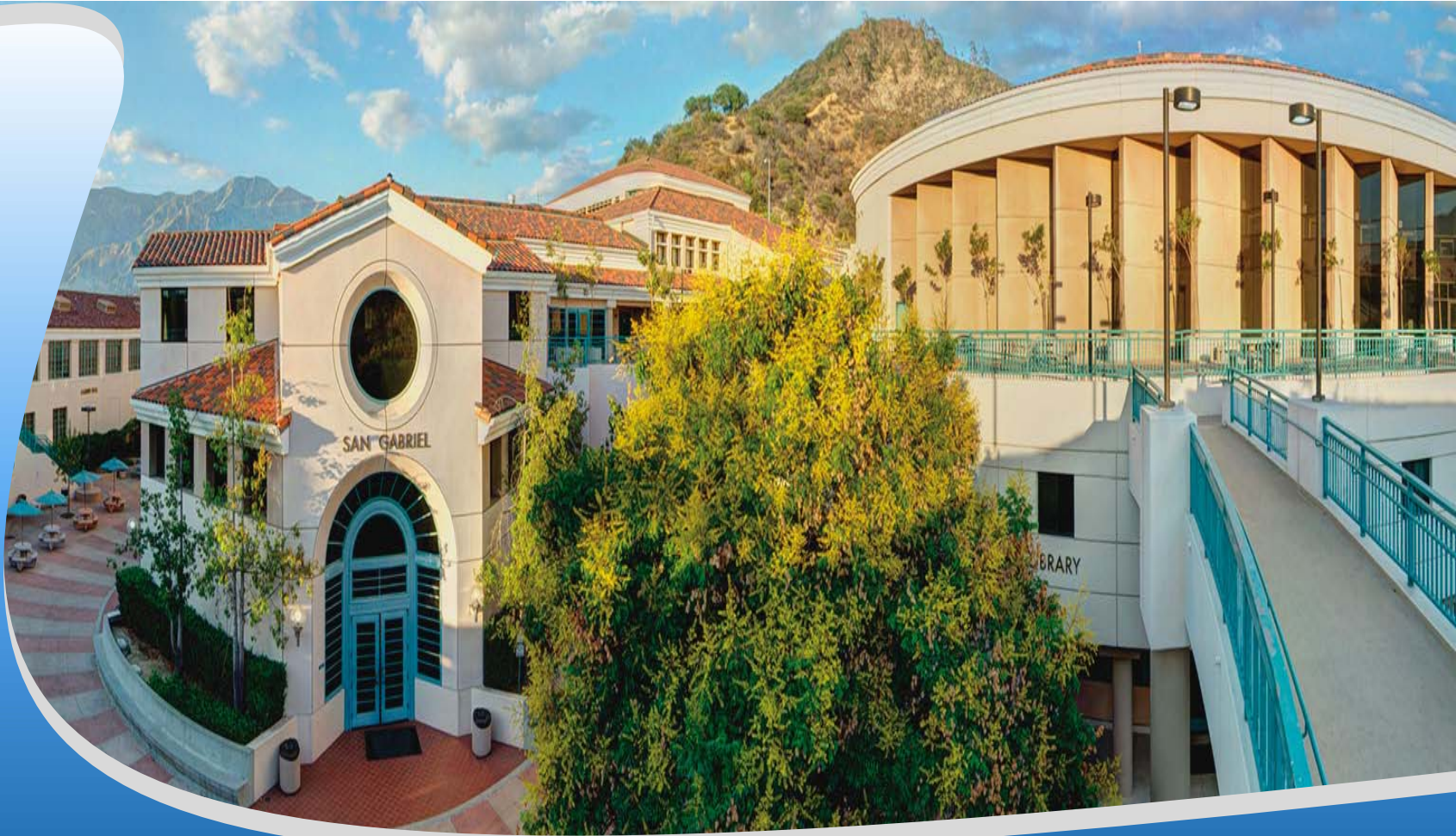


College &
Career Pathway

Work Readiness

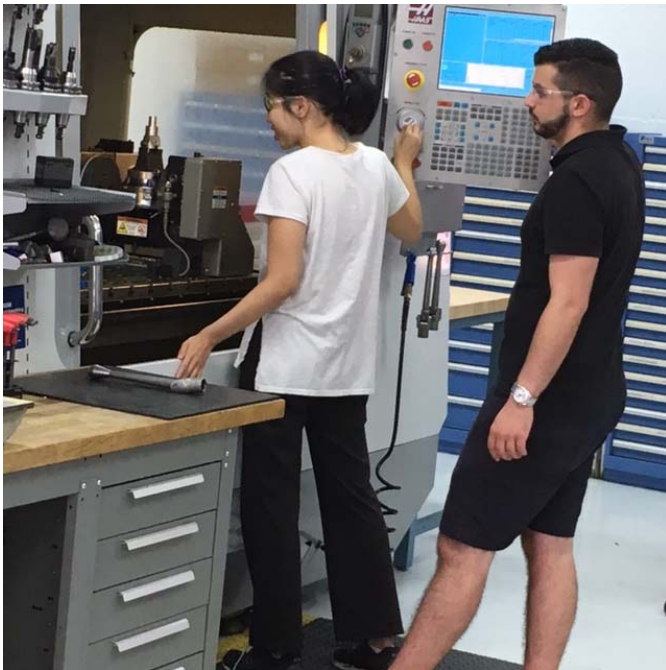


Paid Work Experience
for Adults



Founders and Creators of the Uniquely Abled Academy

The Uniquely Abled Academy at GCC



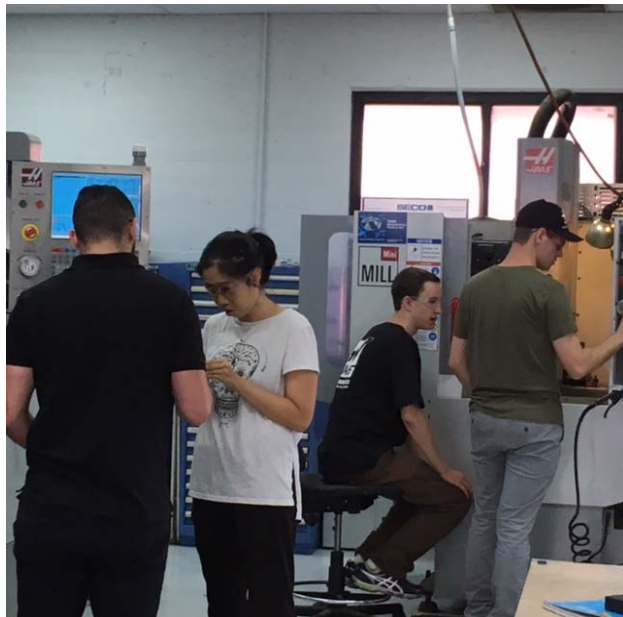
- Designed to fill the need for CNC machinists with this untapped source of talent.
- Focused on providing jobs where prior training is needed.
- Students get hands-on work experience

The Uniquely Abled Academy at GCC



- Students will learn to:
 - Program, setup, and operate CNC machines
 - Use quality control instruments
 - Shop mathematics
 - Blueprint reading

The Uniquely Abled Academy at GCC



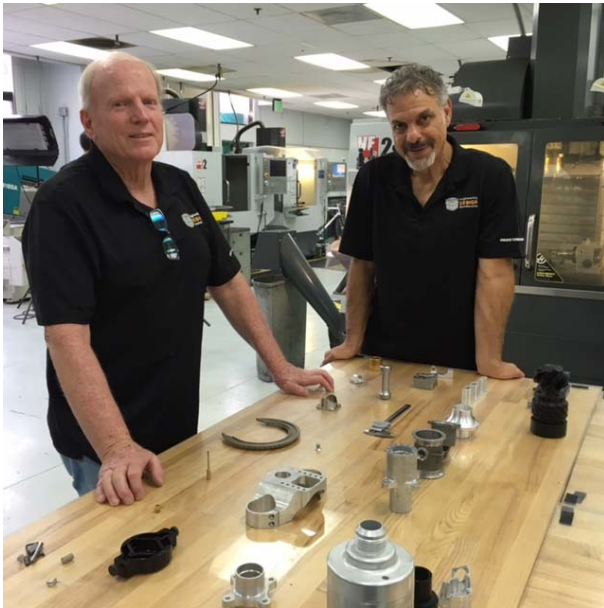
- Graduates will qualify for entry-level positions including:
 - Machine Trainee
 - Machinist Apprentice
 - CNC Operator
 - CNC Programmer

The Uniquely Abled Academy at GCC



- Instructors are trained and experienced in teaching adults with ASD

Key Success Factors



Long-standing partnerships

Industry-connected instructors

Business driven culture

Rigorous curriculum with hands-on labs



Haas Factory Outlet, Inc.

The Industry Champion



Assist with Curriculum Design



Continuous Input



Connect to Other Employers



Leadership & Expertise

Addressing the Workforce Skills Gap



49%
*Claim addressing
workforce challenges
is top priority*

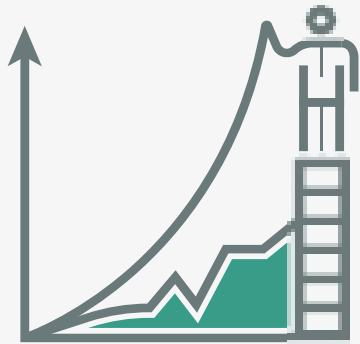


69%
*Plan an increase in
workforce in the next
12 months*

Source: Sikich Manufacturing Survey 2017

The Industry Outlook: Opportunities for Growth

Companies anticipate:



48%
*Organic growth in
existing market*



34%
*New product or
service development*

Source: Sikich Manufacturing Survey 2017

Top Facts About Manufacturing

Source: National Association of Manufacturers



Manufacturers contributed \$2.17 trillion to US economy in 2015



Vast majority of manufacturing firms are small



12.3M manufacturing workers in US comprising 9% of workers



In 2015, average annual earnings was \$81,289 with benefits



One of the highest percentages of workers with health benefits provided by employers



Have experienced tremendous growth over past couple decades



Over the next decade, nearly 3.5M jobs will likely be needed and 2M are expected to go unfulfilled due to skills gap



Taken alone, US manufacturing is the 9th largest economy in the world

The Opportunity



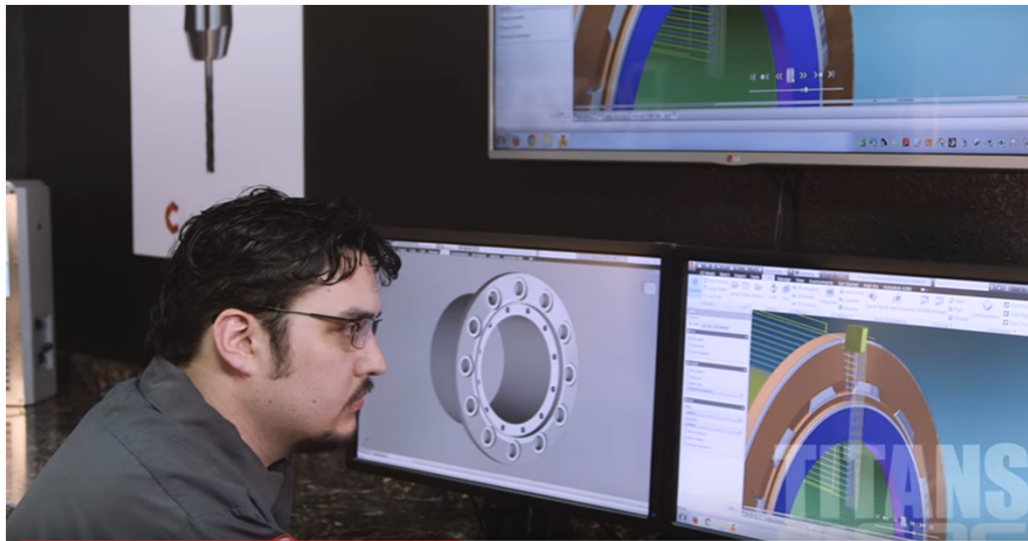
CNC Machinist Jobs are Unfulfilled

2.1% Annual Projected Growth Rate

Median Hourly Wage: \$29.52

*Data Source: Occupational Employment Projections, Los Angeles-Long Beach-Glendale Metropolitan Division
Employment Development Department Labor Market Information Division*

The Job Match



Job Requirements

- Attention to detail
- Repetitive process orientation
- Ability to follow clear, objective instruction
- Computer aptitude

Capitalize on unique abilities of individuals with high functioning autism

The Attraction for Business



Determine that the project will create qualified candidates



Connection to the partner(s)



Training customized to business specifications



<http://www.htecnetwork.org/>

The Employer's Voice



- Design the curriculum
- Design the overall project
- Identify opportunities for excellence
- Ensure candidates acquire competencies they need
- Review resumes; conduct mock interviews
- Interview and hire graduates
- Contribute to program

The Voice of the Employer



I just hired two CNC operators from The Uniquely Abled Academy. They are running the machines and they are running them very well. I could not be happier. They have already become an asset to the company.

Björn N.P. Paulsson
CEO & President
Paulsson, Inc.



The Voice of the Employer



[Our UAA Employee] is actually working out so well, we are going to start cross training him on a more advanced machine.

Susan Solebello
Human Resource Generalist





Verdugo Workforce Development Board & WIOA Title I

WIOA Title I Services



Career Assessments



Career Training



Work Based Training



Supportive Services



Job Placement Assistance & Retention

Business Services



Recruitment & Job Matching



Hiring Incentives



Labor Market Information

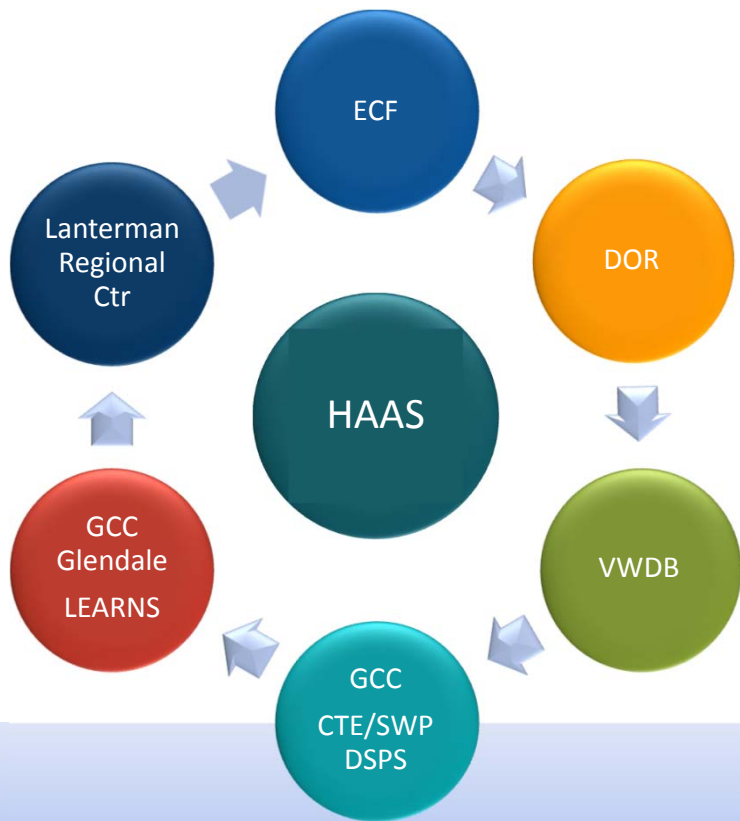


Lay Off Assistance



Connections to Resources

Customer-Centered Approach



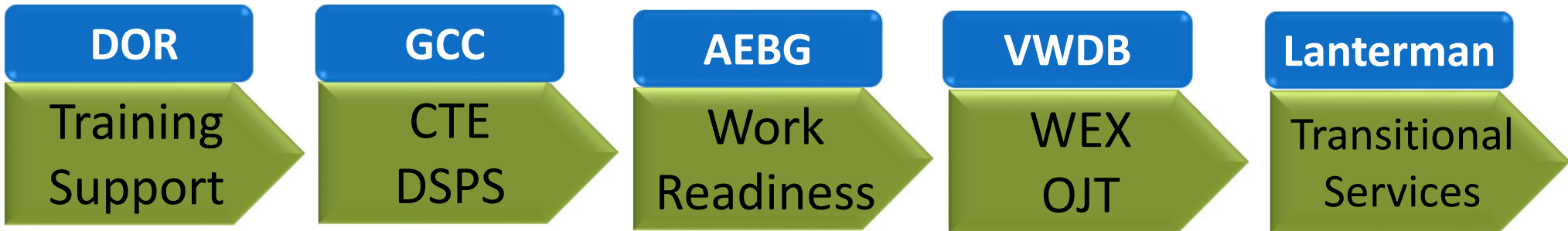
An Integrated Partnership

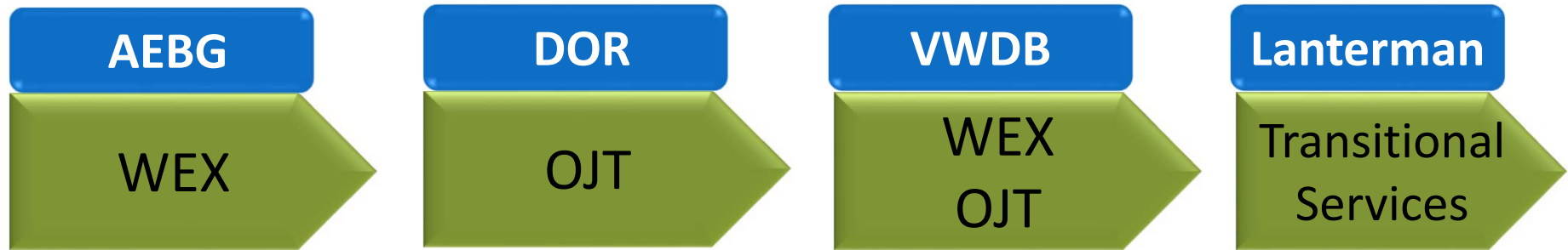
VWDB



VWDB enrolls AEBG students in CalJOBS and WIOA Title I

Strategic Co-Enrollment





Successful Results



- After 2 Cohorts: 15 graduates
- Two students are in higher ed
- Thirteen students are employed: 87% placement rate
- Twelve graduates from December are in job search



State of California Department of Rehabilitation

Rehabilitation Services: WIOA Title IV



Career Assessments



Career Training



On-the-Job Training: 100 % Reimbursement



Supportive Services



Job Placement Assistance

Other Services: Supporting Employers



Coaching potential employers how to select

Other Services: Supporting Employers



Coaching employers how to on-board, manage and integrate

Post-Hire Support



Job Coaching for Employers and New Employees

Co-Enrollment



Starts at the Top with Leaders

Does not just happen

Must have infrastructure

Requires continuous coordination

Continuous team work

Co-Enrollment: Expect Confusion and Resistance

My supervisor
has not told me
to co-enroll



Oh. You meant
start co-enrolling
now?



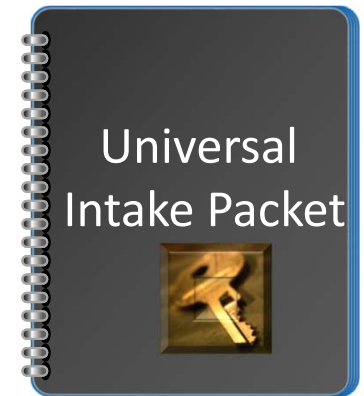
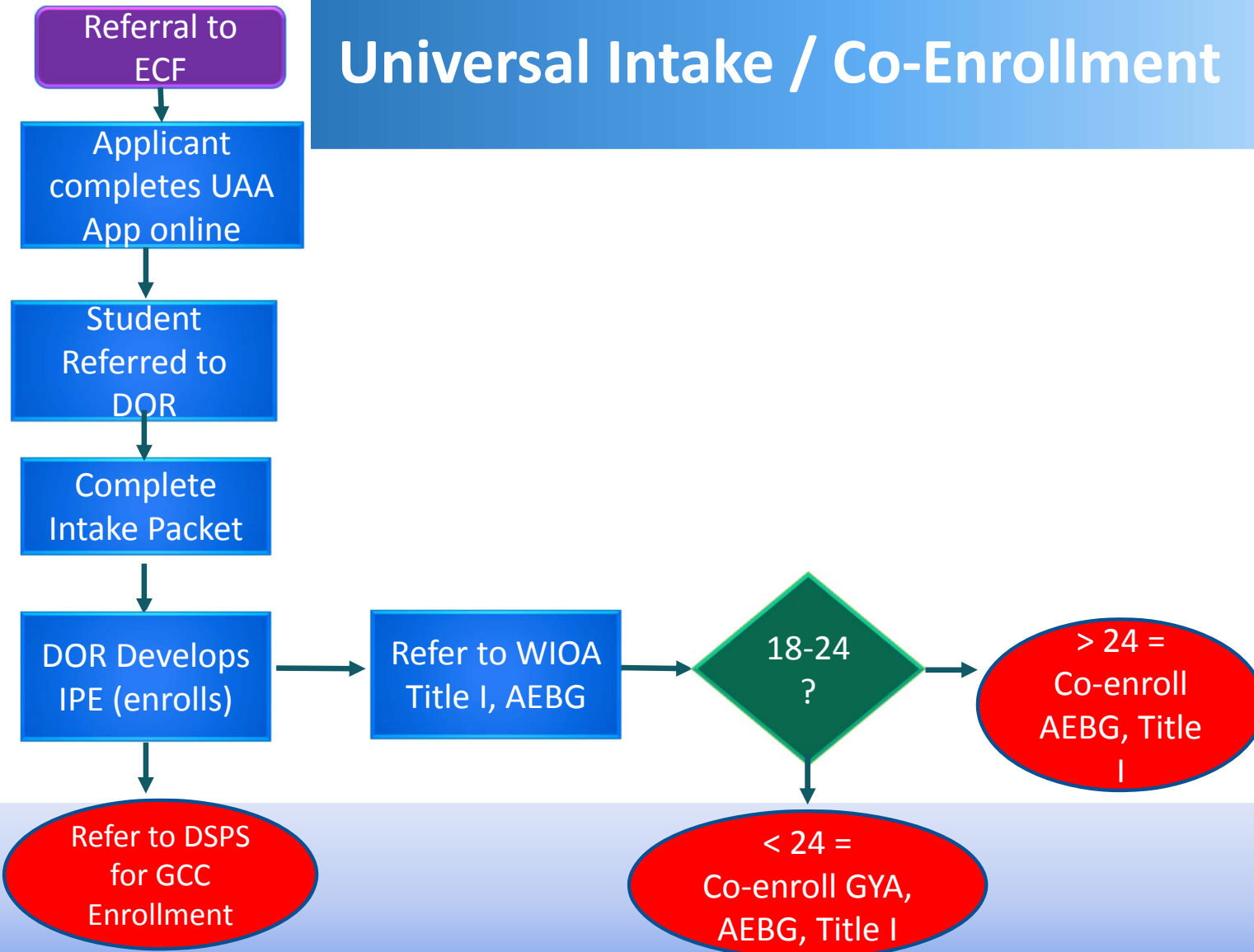
My customers
don't need
partner services.



If I do the work,
why should I share
the credit?



Universal Intake / Co-Enrollment

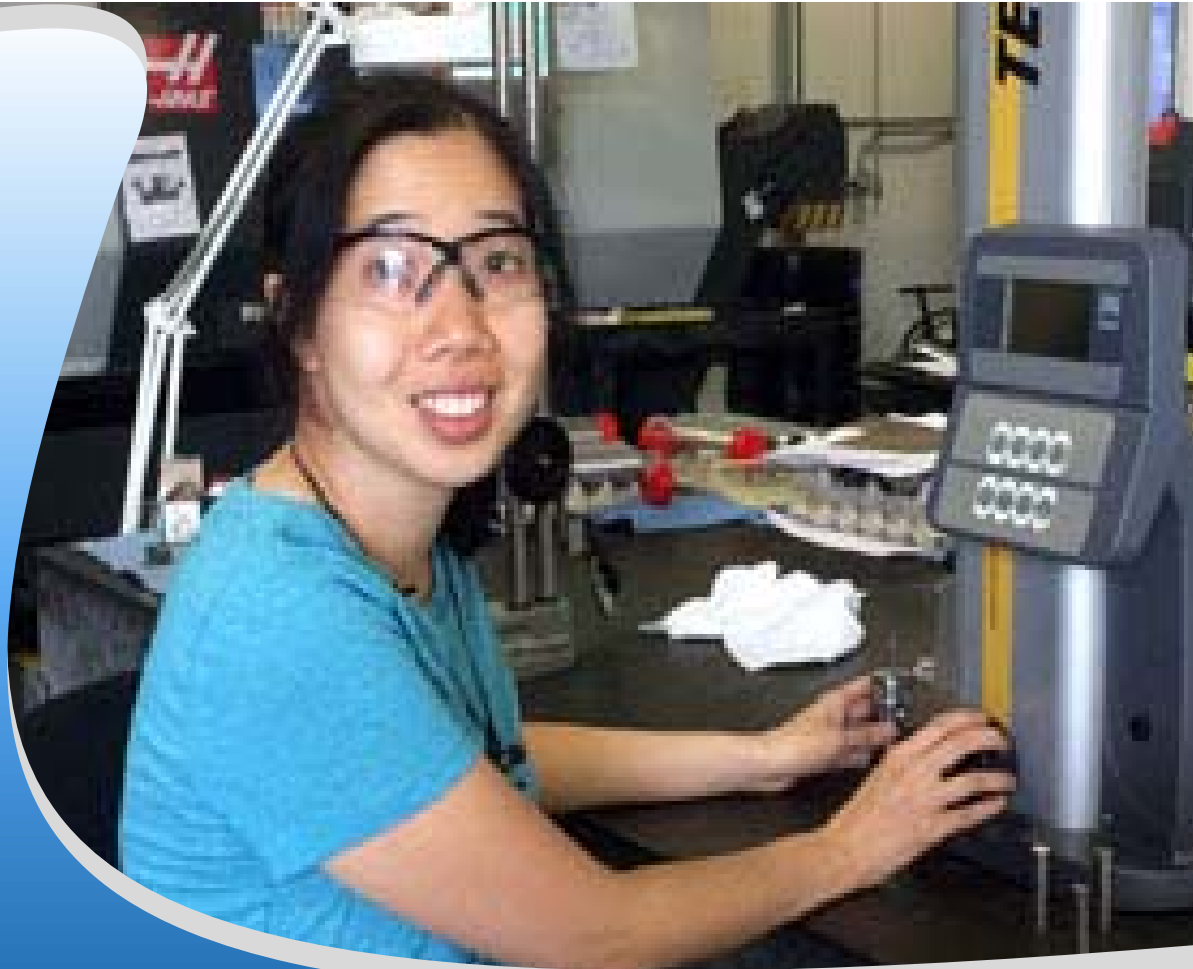


Next Steps & Questions



- Next Steps:
 - Next Academy begins in August, 2018
 - Career Pathways will be offered in Spring Semester to prepare for Fall course
 - Open house: January 25, 2018

- What questions can we answer for you?



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