

BENEFITS OF APPRENTICESHIP PROGRAMS FOR YOUTH WITH DISABILITIES

Apprenticeships for youth with disabilities (16–24 years old) seek to bridge the gap between an underserved group and meaningful employment by providing hands-on learning and education in workforce settings. Inclusive apprenticeships have the potential to engage over 1.3 million young people with disabilities who may have otherwise not had access to employment. Apprenticeships for youth with disabilities have social/emotional, economic, educational, and accessibility benefits.

KEY BENEFITS OF APPRENTICESHIPS FOR YOUTH WITH DISABILITIES

Social/Emotional

- » Demonstrate work potential and value as an employee
- » Practice social skills at work, such as customer/employer relations, communication, relationship-building, and critical thinking
- » Strengthen sense of pride, accomplishment, and identity within oneself and career path

Economic

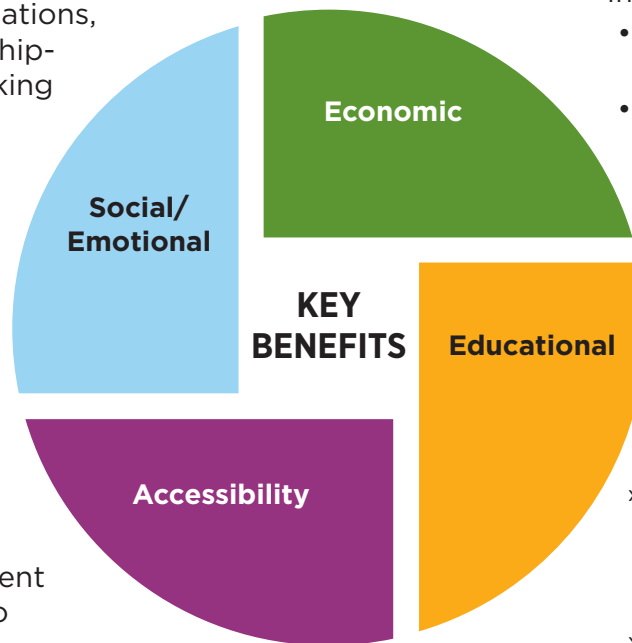
- » Increase participation in the labor force to promote economic equity
- » Improve career outcomes:
 - 92% employment retention after apprenticeship
 - \$72,000 average annual salary after apprenticeship
 - Close experience gaps by creating skilled workforces in various fields

Accessibility

- » Receive accommodations in the workplace provided under the Equal Employment Opportunity regulations to support job performance
- » Adapt to individual needs through personalized approaches to learning and support (e.g., transportation services and communication devices)
- » Adopt Universal Design principles to increase access to apprenticeship pathways

Educational

- » Gain new skills in a desired field of choice ranging from construction to healthcare to information technology
- » Potential to earn college credits, reduce resources allocated to tuition, and lessen debt
- » Assist with Individualized Education Plan transition planning by providing pathways to valuable work experiences that ease the shift from school to work



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