

			
<p><b>Host and Moderator</b> Pennsylvania State Representative and WIG Board of Directors Eastern Regional Director Donna Oberlander</p>	<p><b>Panelist</b> New Jersey State Assemblywoman and WIG State Director Shavonda Sumter</p>	<p><b>Panelist</b> Colorado State Senator Jessie Danielson</p>	<p><b>Panelist</b> Deputy Director Division of Employer &amp; Innovation Services Opportunities for Ohioans with Disabilities Kristen Ballinger</p>

**REP. DONNA OBERLANDER:**

Hello everyone. I'm [Pennsylvania State Representative Donna Oberlander](#), and also serve as Eastern Regional Director on the [Women In Government Board of Directors](#). Welcome to today's policy webinar: *#StrongEconomies: How States Are Developing Inclusive Civic Sector Apprenticeship Programs*.

Women In Government convenes state legislators and stakeholder experts with broad perspectives and experiences to amplify the work of female lawmakers. [Our all-legislator, bipartisan Board of Directors](#) guides meaningful policy programs that directly address issues facing state legislators nationwide.

Today's webinar is part of Women In Government's [ongoing partnership](#) with the [State Exchange on Employment and Disability \(or SEED\)](#). SEED is a unique federal-state collaboration through the Office of Disability Employment Policy through the U.S. Department of Labor that supports state policymakers in designing and implementing policies and programs that foster a nationwide workforce inclusive of people with disabilities.

We've got a great panel with us today to talk about inclusive civic sector apprenticeships, and I encourage all of our legislators here to ask questions and share with each other how your state is approaching the issue of employment and disability.

So, please take a moment to introduce yourself in the Chat Box located in the Zoom Toolbar. You can write your questions or comments there as well and check out some resources that we'll be sharing throughout this discussion.

Please connect with Women In Government across all our social media platforms and visit the [website](#) for all resources and events.

Now I'd like to introduce our experts for today's webinar, *#StrongEconomies: How States Are Developing Inclusive Civic Sector Apprenticeship Programs* as a tool to help build a more resilient workforce that includes people with disabilities.

Please join me in welcoming:

- [New Jersey State Assemblywoman and Women In Government State Director Shavonda Sumter](#)
- [Colorado State Senator Jessie Danielson](#)
- [Kristen Ballinger, Deputy Director, Division of Employer & Innovation Services, Opportunities for Ohioans with Disabilities](#)

Ladies, thank you so much for joining us.

Civic sector or public sector apprenticeships broadly describe actions taken by any level of government through policies, programs, and funding that provide opportunities for all kinds of workers to gain experience and tangible skills in a training-focused environment. These actions help build a local workforce that is prepared to fill local employment gaps inside and beyond the public sector. Ensuring that these apprenticeship opportunities are developed and promoted to be truly inclusive is just one example that highlights how state policymakers can have a huge impact on the pathways for people with disabilities to enter and thrive in their own state's labor market.

Assemblywoman Sumter, I'd like to start with you. You and your colleagues in New Jersey have done a lot of work over the recent years to provide apprenticeship opportunities that develop a diverse workforce, including people with disabilities. Could you share with us how New Jersey's approach has evolved in utilizing apprenticeships, especially around increasing participation?

**ASW. SHAVONDA SUMTER:**

Great, and thank you for that introduction and all that you do for us, Representative.

We are hard at work in New Jersey, the pandemic did slow us down a bit. In New Jersey, we have approximately 2 million people who suffer from some form of disability. With that, that's a large sector of the workforce that we need to be conscious of, that should have some type of placement for meaningful opportunities.

What we did during the pandemic was, [we extended the ability to stay in school](#) for a lot of our youth because they were not able to go to different work sites to train for apprenticeship programs. So, instead of having them just quarantine—sit at home—[we extended the school programs](#), and our education system was creative with using technologies [such] as assistive devices to create virtual learning environments for persons with disabilities so that they would continue to be stimulated, which is important for the cognitive development of persons with intellectual and physical disabilities.

I'm excited to also work in this space by day professionally as a President and CEO of [Children's Aid and Family Services](#) where we have group homes to support adults to live independently. In addition to day habilitation programs and now working towards pre-vocational programs, which are also important.

We also fought to make sure that they have [fair wages](#), which is a big part of this conversation. Just because you may have limited abilities does not mean that you should be taken advantage of or working and earning below your means to be self-sustaining. We have some great employers who have also taken part in the [programs](#) that we put in place with the Department of Labor that include [tax credits with validation](#), that you're actually gainfully employing persons with intellectual and cognitive disabilities.

So, we've been very judicious in this effort. Additionally, I'd like to add that our advocates, our parents, have been very, very--they've been advocates, I'll use that--simply to say, of fighting for as much

independence as possible for their loved ones--their sisters, their children--to have meaningful experiences, so that they can have the quality and human dignity of being a part of the workforce in a meaningful way. Thank you.

**REP. DONNA OBERLANDER:**

Thank you, Assemblywoman Sumter. There is a lot to learn from the examples you've shared with us.

Now I'd like to turn to Senator Danielson. Your state of Colorado may be very different from New Jersey in a lot of ways, but you certainly share Assemblywoman Sumter's desire to ensure that all your citizens have the tools they need to succeed. What kinds of things have you and your state and local colleagues been working on in Colorado that support inclusive apprenticeship programs?

**SEN. JESSIE DANIELSON:**

Hi, everybody, thank you so much. Yes, what an honor to be here with such amazing colleagues across the country.

So, I think that I have done a lot of work in terms of promoting apprenticeships in general. We created a [State Apprenticeship Directory](#) which should make it a lot easier for people to access information about what kind of apprenticeships that they want to do. Not just the trades, of course, but there's hundreds of licensed apprenticeships in the State of Colorado that range from--yes, if you want to become a pipe fitter or work in any kind of building trades--but also, you know, in cosmetology, and really everywhere in between. It's a great opportunity to "earn as you learn" so to speak. So, trying to provide opportunities for if college, a 4-year education, is not the right fit for everybody. We can provide people with a way to enter into a career that they dearly love without that burdensome debt that you might accrue over the years in school. By making those apprenticeships accessible, I think that the Apprenticeship Directory was a really good start.

We also made an effort to bring the decisions about State Apprenticeships into the State. So rather than the regional approach, [we brought the State Apprenticeship Agency into the State of Colorado Department of Labor](#), and so they are the ones that make the decisions about who qualifies, the completion rates, union, non-union, etc. That now sits within the State of Colorado which as you could probably assume would serve the workers and the State to a much more tailored and just a much more effective way to address the needs here.

We also did a [bill a couple of years ago to make sure that everything in this state that you're accessing online is adaptive and accessible](#). So again, during the pandemic, everything turned online, right? So, if you were dependent on online services for unemployment insurance access or what have you, every government service that you needed to access was online. Well, it became pretty darn clear pretty darn quickly that it wasn't adaptive. So we said that it has to be, and we passed that bill, and it certainly had its hurdles. But how can we? You know when we are so reliant on online technology to provide the basic needs of our constituents, well, if you can't hear or see or use your hands in a certain way that shouldn't prevent you from being able to get the services.

Another bill that I did a few years ago was called [Quality Apprenticeship Training Act](#). So there again, we want to make sure that when the State is contracting on construction projects that there's apprenticeship utilization built into that so that they are getting these high-quality apprentices, and you know again, really tapping the best and brightest in our workforce. And making sure that the if the State is the one doing the contracting, they're doing things like utilizing prevailing wage, for example, and like I said, a [quality](#) apprenticeship utilization.

And you know another thing that I kind of wanted to highlight that's 2019, I passed the [Equal Pay for Equal Work Act](#). And now again, I know there are various states who have taken different approaches, and there are more pay transparency efforts going on in and across the states. What we built into our Equal Pay Act was acknowledging that, yes, there's a pay disparity between men and women, but we also did other qualifying factors. So again, recognizing that if you are a woman who is an older woman, if you are a woman who is in the LGBTQ community, if you are a woman of color, and we wrote in there: if you are a woman with a disability, there's an inherent bias there that results in the systematic underpayment. And so, if you can prove that you've been discriminated against because of your gender, we also recognize that pay gap for women--and you know we just recognize Equal Pay Day not that long ago--only grows for women with disabilities, unfortunately.

So when we're doing these other kinds of broader-based policies around equality in the workforce, we write in there to address these concerns. So I just bring it up because I'm doing an [update to the bill](#) this year and it had broad support amongst different communities because we accounted for that too. So not necessarily apprenticeship-focused, but I just bring it up because, for me, it needs to be a constant in whatever portion of the workforce we're working in, to make sure that we're addressing those accessibility issues as well.

And that's all that I had lined up to visit about. I really appreciate your time, thank you so much for inviting me to participate.

**REP. DONNA OBERLANDER:**

Thank you, Senator Danielson. I can see that you and your fellow legislators are giving a lot of thought to advancing Colorado's apprenticeship programs and opportunities.

Let's bring in another perspective to this conversation, we have Kristen Ballinger. You're the Deputy Director Division of Employer & Innovation Services Opportunities for Ohioans with Disabilities. Can you share how Ohio is using inclusive apprenticeships as career pathways for people with disabilities, while also addressing critical public sector workforce needs?

**KRISTEN BALLINGER/OOD:**

Yes, thank you, Representative Oberlander, and thank you also to Assemblywoman Sumter and Senator Danielson. Happy to be here and share information about the [Ohio Vocational Apprenticeship Program](#) that we have here in Ohio.

So, we'll start to talk a little bit about [Opportunities for Ohioans with Disabilities](#). We are the State of Ohio Vocational Rehabilitation program, which essentially means that we are the workforce development agency that supports Ohioans with disabilities to pursue employment. Our vocational rehabilitation program serves approximately 30,000 Ohioans each year. We begin our services as young as aged 14 to help students prepare to move into employment, and we work with individuals with all types of disabilities throughout the state.

We have a central office in Columbus, which is our state capital, but then we have area offices and appointment centers in all 88 counties of Ohio. Our counselors have a presence in all 88 counties, to work directly with participants, their families, our providers, and other partners, to [support the mission](#) of empowering Ohioans with disabilities to pursue employment and independence.

The way that the State of Ohio and all Vocational Rehabilitation programs are funded is, it's a combination between local or state non-federal dollars that are matched with Federal funds through the

[Vocational Rehabilitation Grant](#). It is a ratio of: for every \$1 in State general revenue funds, that draws down \$3.69 cents from the Federal Vocational Rehabilitation Grant (Next slide, please.)

So, I want to start by talking about leadership, and talking about Ohio Governor Mike DeWine. This is him along with First Lady Fran Dewine just a few moments after he was sworn in for his initial term as Governor in January of 2019. Just a few moments before he--or moments after he--was sworn in, he signed an [Executive Order that established Ohio as a Disability Inclusion State and a Model Employer of Individuals with Disabilities](#). And there were several components of that Executive Order that paved the way to increase accessibility to employment for individuals with disabilities and to ensure equal access to employment.

It created a statewide [ADA Coordinator position](#), regular [Disability and Etiquette Awareness training](#) for all State employees (all 50,000 Ohio State employees). And one thing that we were able to do through support from our General Assembly was to establish the Ohio Vocational Apprenticeship Program.

This is a program where OOD can partner with our State Agency partners that are part of the Cabinet to identify in-demand positions and then identify candidates that are qualified to move into those opportunities. And again, this is a tangible way for us to support that Executive Order. (Next slide, please.)

So the way that this works is: our agency works with Cabinet-level Agencies to identify an apprenticeship opportunity. So we look at: What are the high-demand positions that exist within state government? What are the hard-to-fill positions within our state agency partners? We work with them to identify those occupations, and then we create an apprenticeship opportunity. We then share that apprenticeship opportunity with our vocational rehabilitation counselors who work directly with job seekers and individuals with disabilities throughout the state to help them move into employment.

If a candidate meets the qualifications for that position, we help that candidate apply. The agency goes through their interview and selection process. We make that interview and selection process a traditional hiring process for all state employment. That agency selects the candidate, extends the offer to that participant, and then OOD funds the wages for that vocational apprenticeship up to 25 hours/week, up to 1,000 hours for the apprenticeship opportunity, and we pay the wages up to \$15/hour for that apprenticeship.

The State Agency partner is the employer of record for that individual. They direct the day-to-day activities of that apprentice, including performance evaluations. They approve the time and attendance. We have kind of a technical mechanism behind the scenes that we utilize to actually pay the wages.

OOD also provides whatever supports that person needs to be successful. We support the agency to provide supports to that individual as well. We can provide job coaching. Sometimes we have provided assistive technology, including maybe JAWS [Job Access with Speech] screen-reading software for individuals who are blind or low vision. We provided American Sign Language interpretation. We've assisted with modifying workspaces, providing ergonomic devices like keyboards and mice and modified workspaces that a person may need in order to be able to access the work environment.

And we are also currently in the process of expanding the program--we're very excited!--to the Ohio General Assembly, and also Statewide elected offices. We have a partnership with the [Ohio Developmental Disabilities Council](#). They provided us with [grant funding](#) in order to expand this to the Ohio General Assembly. And so we're currently in the process of establishing that with members that

we've met with from the Ohio House of Representatives, the Ohio Senate, leadership and administrative staff from the House and the Senate, and then we've met with staff at various elected offices.

So I'll just kind of talk really quickly about results that we've seen from the program. We've had 51 apprentices placed (and I'm sorry next slide). We've had 51 apprentices placed into an apprenticeship with a State Agency. 25 State Agencies are participating or have participated in the apprenticeship program to hire an apprentice. We've had 14 permanent hires. So, 14 individuals have moved from the apprenticeship into permanent employment, and the average hourly wage for those permanent hires is over \$20 an hour.

The goal of this program is permanent employment. So from the very beginning, when we're working with the State Agency, we're really looking for positions that are in high demand. We're making sure that the candidate can meet qualifications for those positions. Many times, they may just need the work experience that this apprenticeship can provide to help them move into that.

The types of positions are very numerous. We've had apprentices in IT, HR, fiscal and finance positions, administrative professionals, customer service. So there's a really broad experience opportunity for several of the participants that we are working with.

And I will stop there and turn it back over to Representative Oberlander. Thank you.

**REP. DONNA OBERLANDER:**

Thank you, thank you so much Kristen and your team in Ohio. It's wonderful to see policies and programs that work together to place people who are ready and able to work into essential jobs and prepare them for competitive employment process for a permanent government position.

Assemblywoman Sumter, as a seasoned legislator who has worked for a long time on inclusive labor issues, do you have any advice for other policymakers looking to introduce inclusive civic sector apprenticeship or broader disability employment legislation? What tips do you have on getting these bills passed and ensuring sustainability of these policies and programs?

**ASW. SHAVONDA SUMTER:**

Certainly, and thank you for that question. A couple of things that we are working on: There are national dollars that we need to be sure as state legislators that our state departments, whatever they are called, are tapping into those dollars.

Right now, we have a project called [Project SEARCH](#). It's a national program that provides school-to-work vocational training. We're setting up internship programs with our school-aged youth--which you just heard from Ohio the number of programs that they're starting--as transitional components.

We're partnered with a long-term care facility, [Preakness Healthcare](#), which is also in my district. They're one struggling for a workforce just because of the design of the long-term care facilities. So again, this is a way to infuse the long-term care facilities that have a need, for direct contact where our young persons with disabilities (both cognitive and intellectual) can work with our long-term care residents and receive payment. And this will fill a need that way as well as training.

Additionally, we celebrate [October as National Disability Employment Awareness Month](#). During that time period we host different job fairs across the State, and we also coach our business community through our Labor Division to celebrate and uplift disabilities through the October National Disability Employment Awareness Month. It can get tricky because we know as legislators. There is a month for



everything, and sometimes 2 and 3 things fall within that month, but it's a way to highlight the opportunities and awareness where people can meet and think about their hiring practice.

We found from surveys from our corporate partners, that when they have persons with disabilities working in their organizations, it seems to lift up the spirits not only that of the individual, but also of their workforce and creating what we call the DEI and B space: Diversity, Equity, Inclusion, and Belonging space, which is a term we're still building out today, but it's important now as we do legislation.

And I believe you heard from our Senator in Colorado who talked about equal pay for equal work: being sure that we include disabilities in those types of legislation and policy initiatives where we have to spell it out. Because if we don't spell it out, then it's not thought of.

A piece of legislation we recently worked on in my Committee for Labor, I'd like to uplift, and it's [Assembly Bill 3937](#), which is disclosures of salaries when posting for positions. We know today that Indeed--it seems to be the online source for people who are looking for work, at least in the Northeast area--we're asking that post the salaries so people can see the range and the opportunity that they may have to earn so that they can start out with a fair shot when asked how much they would like to make.

So we can have those conversations, so we're really trying to create spaces of inclusion with their opportunities to earn, and early training, interaction and engagement so we can stay connected.

We do a great job in New Jersey, as I said, with education, being sure that we had the extension year. In 2024 and 2025, we're going to have upwards of 100,000 people with disabilities coming out of the school systems, or some type of program that was a vocational program. We need to be sure that there is someplace for them to go and have that positive experience, that ability to learn. So we're focused on those pieces right now in Jersey.

Thank you for that question.

**REP. DONNA OBERLANDER:**

Thank you for your answer and your passion.

Senator Danielson, from your perspective, what kinds of things could Colorado do to improve its apprenticeship programs and have you identified any priorities or next steps? And I know you had mentioned several things, but could you share some others, please?

**SEN. JESSIE DANIELSON:**

Sure, I guess you know crazy politicians going on about our own bills, so sorry about that. Well, I think that if we can continue this kind of focus on apprenticeships in general, just as we move through each legislative session--and I think that kind of work is continual--then we're moving in the right direction.

There's just been such an emphasis over the last couple of decades--just complete focus--on 4-year education as sort of the "ideal" for young people. I think that that just needs to shift, especially like I said before, avoiding the massive amounts of debt that one can accrue when they are going through these schools. And then also looking to apprenticeships as a great option for people transitioning within the workforce, so not just focusing on younger people, but people within the workforce moving around. And, as I said before, kind of [using the statute to break down any barriers](#) that may exist.

One thing that I'm working on this year is sort of addressing the actual physical barrier to participation in policy itself. So not necessarily completely focused on apprenticeship so sorry if this is going a little bit

the wrong direction, but [doing a bill to make sure that all government facilities where there are public meetings being held, these just have to be accessible](#). I don't know about the Assemblywoman's actual building, but I could tell you that this one was built at the turn of the last century. And it's beautiful, and we've done a lot of updates to it, but the President's podium, for example, is not accessible. They only just made the House Speaker's podium accessible last year, because there is a House Member who is the first ever wheelchair user in the General Assembly in Colorado.

Well, it's 2023 that's 125 years, right so, and all the business of the people doesn't get done at the State legislative level. So, if it's a City Council building or a county building, if you are open to the public, you have to open it to every member of the public, regardless of their mode of transportation, so to speak. If you walk a roll, you've got to be able to get inside.

And then I am doing a [Navigator Program](#). So, adding on again to--remember I told you that I established the State's first Apprenticeship Directory-- this is meant to list and have accessible information about all of the different apprenticeships. We're actually doing a new bill this year to create an Apprenticeship Navigator position. So within the Department of Labor and the [Office of the Future of Work](#), we want to designate a couple of staff members who are tasked with actually connecting with high school students about the apprenticeships. So there again, if we can make sure that we're doing right by the disability rights community and making them aware of how to navigate the system on behalf of students or young people with disabilities, then there you go.

The other thing that I want to just mention is that I don't assume. I am not a person with a disability. So if I'm doing the right policy, I'm taking the lead from the community. So if there's a way, again I do look constantly to them. We do have a group called the [Cross-Disability Coalition](#), [ADAPT](#), of course, is here, and Denver has a rich history of sort of the start of the Disability Rights Movement. So I wouldn't for one moment assume what's best for the community that I'm not actually a member of. So I always just go to them.

And then the other thing I've mentioned, I also do a lot of work for labor. We also just have to remember when we're doing other bills to consult with the community that represents people with disabilities. No matter if there is an impact, you know, they have to have a seat at the table.

So, I'm doing a bill to address the crisis of home care workers, and I have been in lockstep with the Cross-Disability Coalition and working with ADAPT because--as I'm sure you know--they don't always see eye-to-eye with the Service Employee International Union [SEIU], for example. Well, I made it clear this go-round that whatever we do on behalf of the home care workers, it has to be okay with the disability community.

So, I think it's a constant and consistent acknowledgment of their mantra: "Nothing about us without us." Well, I respect that. So I know that's kind of a non-answer, but make yourself available as an advocate--or not an advocate, you're lawmakers--and welcome that, and it'll be a really great partnership driven by the people that these policies impact.

**REP. DONNA OBERLANDER:**

Thank you, Senator, and I thank you for your passion. It's clear.

Kristen, I know that we're wrapping up. Do you have some advice for legislators who are interested in implementing or supporting public sector apprenticeships in their states, and how can they make these programs for all people, including those with disabilities?



**Kristen Ballinger/OOD:**

Yes, I'll just go over a few tips. First of all, reach out to your State Vocational Rehabilitation agency--if you're not already familiar with them--because they can be a resource for candidates with disabilities, qualified candidates with disabilities for your high-demand positions.

I know we're currently working with the House to expand our Vocational Apprenticeship Program and looking at the Page position, looking at Constituent Aides and looking at Legislative Aides. These can be very high-demand positions that Assemblies are always looking for qualified candidates and so we're working with them to source candidates for those types of positions.

In terms of inclusion, you know, make sure that you're looking at your job descriptions that they are inclusive, that they use inclusive language. Make it easy for candidates and employees with disabilities to request an accommodation, if it's necessary, in order for them to access either the hiring process or employment. Become aware of common reasonable accommodations that may be necessary for a person to access: sign language interpretation, screen-readers, readers and scribes, extended time for testing, perhaps.

For the hiring process include images of people with disabilities in your marketing materials and on your career pages. Make sure your career pages and your websites are accessible for individuals with disabilities. And then provide training for frontline staff on disability etiquette, disability awareness, respectful language, and interactions with individuals with disabilities.

Just a few quick tips and thank you so much for having me.

**REP. DONNA OBERLANDER:**

Thank you. Thank you so much, everyone, for such a great discussion.

Please join me in giving a round of applause to our amazing panel, and I'll go to each one of you in turn for a last quick remark.

So first of all. thank you, and we'll go to New Jersey State Assemblywoman. Any final remarks.

**ASW. SHAVONDA SUMTER:**

Just, truly, thank you all who are listening for your interest. It is important that as we look to have meaningful connections post-pandemic, at the ability to thrive, that we think of all human rights and the ability to thrive and be self-sustaining. Let's take the Diversity, Equity, Inclusion, and Belonging opportunity to be inclusive of persons who have intellectual and developmental disabilities as well, and let's be sure that we always include them in the fair wage opportunities. Thank you so much.

**REP. DONNA OBERLANDER:**

Thank you! Colorado State Senator Jesse Danielson?

**SEN. JESSIE DANIELSON:**

I think I went over my time already in my little bit, so thank you for your grace. I got some new ideas from Assemblywoman Sumter and our presenter from Ohio, and so again I'm always open to learning, too. So thank you for everything today, and for including me. It was really nice, and somehow you magically wedged yourself in between two of my committee hearings, so thanks for being so courteous.

**REP. DONNA OBERLANDER:**

That's terrific. And Kristen Ballinger, Deputy Director Division of Employer & Innovation Services Opportunities for Ohioans with Disabilities?

**Kristen Ballinger/OOD:**

Thanks so much for having me. We want to be a resource, so I think the link to the program, the Ohio Vocational Apprenticeship Program as well as the Governor's Executive Order was placed in the chat. If you have any questions or need any one-on-one assistance, please feel free to reach out to me, and we'd be happy to help you along the way.

**REP. DONNA OBERLANDER:**

Thank you so much, everyone.

Please join us for Women In Government's upcoming discussion on [cyber security and the public sector](#) with Google Civics on May 18<sup>th</sup>.

Please don't forget to register and join me with Women In Government in [Annapolis this June](#) and [San Antonio in November](#)! Legislator Scholarships are still available for both conferences.

[Registration and other information](#) about all past and upcoming events can be found at [www.womeningovernment.org](http://www.womeningovernment.org).

And again, I thank you for your time and your attention today.

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**RESOURCES AND EXAMPLES**

**New Jersey**

- **NJ A5366 2020-2021 Assembly Education Committee to Provide Special Education Services and Related Services**  
[https://www.njleg.state.nj.us/bill-search/2020/A5366/bill-text?f=A9999&n=5366\\_S1](https://www.njleg.state.nj.us/bill-search/2020/A5366/bill-text?f=A9999&n=5366_S1)
- **Governor's Signing Statement Senate Bill 3434**  
<https://d31hzlhk6di2h5.cloudfront.net/20210616/76/3e/a6/ac/aec32f4bab83a0af49c37b95/S3434.pdf>
- **Bills NJ A4602/S3067 "Apprentice Assistance and Support Services Pilot Program"**  
<https://www.njleg.state.nj.us/bill-search/2018/A4602>
- **NJ Statutes Title 34 Apprentice Assistance and Support Services Pilot Program**  
[https://pub.njleg.state.nj.us/Bills/2018/PL19/419\\_PDF](https://pub.njleg.state.nj.us/Bills/2018/PL19/419_PDF)
- **NJ DOL Apprenticeship Programs**  
<https://www.nj.gov/labor/career-services/apprenticeship>
- **NJ Executive Action on SJR 24 to annually recognize National Apprenticeship Week during the second week of November**  
<https://fastdemocracy.com/bill-search/nj/2022-2023/bills/NJB00045052/>
- **NJDOL new Opportunities announced in 2022 for 2023 during National Apprenticeship Week**  
[https://www.nj.gov/labor/lwdhome/press/2022/20221114\\_apprenticeshipweek.shtml](https://www.nj.gov/labor/lwdhome/press/2022/20221114_apprenticeshipweek.shtml)
- **2018 Report from the New Jersey Institute for Social Justice "The Economic Equity and Growth Case for Apprenticeships" pages 17, 22, 25 and footnotes specifically mention disability**  
[https://d3n8a8pro7vhmx.cloudfront.net/njisj/pages/211/attachments/original/1543957612/Apprenticeship\\_Report\\_2018\\_rev\\_3.pdf?1543957612](https://d3n8a8pro7vhmx.cloudfront.net/njisj/pages/211/attachments/original/1543957612/Apprenticeship_Report_2018_rev_3.pdf?1543957612)
- **NJ SB 3066 "High-Growth Industry Regional Apprenticeship Development Grant Pilot Program"**

- <https://legiscan.com/NJ/text/S3066/id/1823038>
- **NJ Senate Bill 3064 “Task Force to develop statewide plan to diversify apprenticeships”**  
<https://legiscan.com/NJ/bill/S3064/2018>
- **NJ Senate Bill 3426 2021 “State as a Model Employer of People with Disabilities (SAME)”**  
[https://pub.njleg.gov/bills/2020/S3500/3426\\_S1.PDF](https://pub.njleg.gov/bills/2020/S3500/3426_S1.PDF)
- **NJ Assembly Bill A1972 2018 “Increases Minimum Wage for Tipped Workers”**  
<https://www.njleg.state.nj.us/bill-search/2018/A1972>
- **Project SEARCH**  
<https://projectsearch.us/>
- **Example: Preakness Healthcare RFP, p. 27 “Equal Opportunity for People with Disabilities”**  
<https://www.bidnet.com/bneattachments?/589282856.pdf>
- **New Jersey Proclamation Joint Resolution No. 11 2028 Recognizing October as National Disability Employment Awareness Month NDEAM**  
[https://pub.njleg.gov/Bills/2018/JR18/11\\_.HTM](https://pub.njleg.gov/Bills/2018/JR18/11_.HTM)
- **NJ Assembly Bill 3937 “Requires transparency concerning compensation with promotional opportunities and in employment listings”**  
<https://www.njleg.state.nj.us/bill-search/2022/A3937>

## Colorado

- **CO SB23-146 Colorado Apprenticeship Directory Information**  
<https://leg.colorado.gov/bills/sb23-146>
- **Apprenticeship Colorado-The Office of the Future of Work**  
<https://apprenticeship.colorado.gov/about-apprenticeship-colorado>
- **CO HB21-1007 State Apprenticeship Agency**  
<https://leg.colorado.gov/bills/hb21-1007>
- **CO HB21-1110 Bill requiring the state’s government’s website to be fully accessible**  
<https://leg.colorado.gov/bills/hb21-1110>
- **CO SB 196 Quality Apprenticeship Training Act of 2019**  
<https://leg.colorado.gov/bills/sb19-196>
- **CO SB19-085 Equal Pay for Equal Work Act**  
<https://leg.colorado.gov/bills/sb19-085>
- **CO SB23-105 Ensure Equal Pay for Equal Work**  
<https://leg.colorado.gov/bills/sb23-105>
- **Colorado Department of Labor & Employment “Manage Your Apprenticeship Program”**  
[https://urldefense.com/v3/https://cdle.colorado.gov/manage-apprenticeship\\_!!N3hutN9gVC0oIVTJNA!WOtXb7AN0ayaYI53FqI4voPxtvypkIPquMJyCkn2nkOaTjdiG0jXrC-CiUZ6ZnpFCEMPx27P87fbPxcZFcvL0Vf6\\_rCE2i4nxfd\\$](https://urldefense.com/v3/https://cdle.colorado.gov/manage-apprenticeship_!!N3hutN9gVC0oIVTJNA!WOtXb7AN0ayaYI53FqI4voPxtvypkIPquMJyCkn2nkOaTjdiG0jXrC-CiUZ6ZnpFCEMPx27P87fbPxcZFcvL0Vf6_rCE2i4nxfd$)
- **Colorado Equity Alliance’s “Creating a Culture of Belonging: A Guide to Retaining Staff”**  
[https://urldefense.com/v3/https://drive.google.com/file/d/1wFS1C4LG5M2GdBfmbTcpxdxMOGYuf7bK/view\\_!!N3hutN9gVC0oIVTJNA!WOtXb7AN0ayaYI53FqI4voPxtvypkIPquMJyCkn2nkOaTjdiG0jXrC-CiUZ6ZnpFCEMPx27P87fbPxcZFcvL0Vf6\\_rCE9jj67JW\\$](https://urldefense.com/v3/https://drive.google.com/file/d/1wFS1C4LG5M2GdBfmbTcpxdxMOGYuf7bK/view_!!N3hutN9gVC0oIVTJNA!WOtXb7AN0ayaYI53FqI4voPxtvypkIPquMJyCkn2nkOaTjdiG0jXrC-CiUZ6ZnpFCEMPx27P87fbPxcZFcvL0Vf6_rCE9jj67JW$)
- **CO HB21-1110 Colorado Laws for Persons with Disabilities**  
<https://leg.colorado.gov/bills/hb21-1110>
- **Disability Navigator Program**  
<https://cdle.colorado.gov/workforce-partners-resources/disability-program-navigator>
- **Colorado Cross-Disability Coalition**  
<https://www.ccdonline.org/>
- **ADAPT – American Disabled for Attendant Programs Today**  
<https://adapt.org/>

## Ohio

- **Ohio Vocational Apprenticeship Program**  
<https://ood.ohio.gov/about-us/programs-and-partnerships/ohio-vocational-apprentice-program>
- **Ohio Executive Order 2019-03D Establishing Ohio as a Disability Inclusion State and Model Employer of Individuals with Disabilities**  
<https://governor.ohio.gov/media/executive-orders/2019-03d>
- **Support for Ohio Vocational Apprentice Program**  
<https://ood.ohio.gov/information-for-providers/provider-news/support-for-ohio-vocational-apprentice-program>
- **Opportunities for Ohioans with Disabilities Laws, Rules & Policies**  
<https://ood.ohio.gov/laws-rules-and-policies>
- **Ohio ADA Coordinator**  
<https://governor.ohio.gov/media/news-and-media/052319>
- **Ohio Disability & Etiquette Training**  
<https://ood.ohio.gov/information-for-employers/employer-resources/06-disability-etiquette-training>
- **Ohio Developmental Disabilities Council**  
<https://ddc.ohio.gov/>

## SEED/ODEP

- **Office of Disability Employment Policy (ODEP) “How an Inclusive Apprenticeship Led to Marketable Skills in IT: A Neurodiverse Apprentice Shares His Success Story - Partnership on Inclusive Apprenticeship”**  
<https://inclusiveapprenticeship.org/how-an-inclusive-apprenticeship-led-to-marketable-skills-in-it-a-neurodiverse-apprentice-shares-his-success-story/>
- **Partnership on Inclusive Apprenticeship**  
<https://inclusiveapprenticeship.org/>