



Foundation Skills Apprenticeship

CALIFORNIA DEPARTMENT OF
REHABILITATION × IWSI AMERICA



**EXPANDING ACCESS
TO PAID
APPRENTICESHIPS FOR
CALIFORNIANS WITH
DISABILITIES.**

Five regional partnerships
delivering real skills, paid
work, and pathways to
Competitive Integrated
Employment.

600 participants
statewide

70% retention in paid
employment for 6+
months

GOAL ↗



What is an **Apprenticeship?**

A paid job from day one – combining work, training, and a career path.

- ✓ **Paid employment** while learning on the job
- ✓ Structured classroom instruction **linked to industry standards**

- ✓ Leads to industry-**recognized credential** and wage progression
- ✓ Supported **mentoring** and wrap-around services
- ✓ Builds **independence**, confidence, and long-term employability





Apprenticeship pathways

One statewide model – many career tracks.

- Healthcare and **Wellness**
- Healthcare and **Wellness**
Information Technology and **Digital Support**
- **Advanced** Manufacturing and Traditional Trades

- Hospitality and Tourism
Transportation and Logistics
- **Environmental** and Green Energy
- **Agriculture** and Food Processing
- **Open** to youth, adults, and individuals with disabilities





Pre-Apprenticeship vs. Registered Apprenticeship

Pre-Apprenticeship



Short-term **introduction** to industry and job readiness

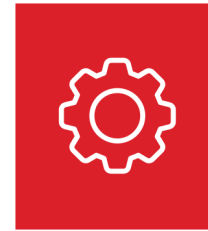


Builds **essential skills** and confidence



May include **stipends** or limited paid hours

Registered Apprenticeship



Paid employment **plus** classroom learning



Officially registered with DOL or DAS



Leads to **credentials**, wage growth, and full-time work





Training Completion Report

John Doe

Date Issued: 10/03/2026

John Doe has successfully completed the following Ready, Willing and Able pre apprentice training modules and resources:

Course Code	Course Completed
RCS-2HR	RWA 2-Hr Consultation Session
RPD P4-TPP	Resume & Portfolio Development

All modules have been completed as of the date issued.

Resource Code	Resource
SFS P4-TPP	Pre-Apprenticeship Workbook
SSK P4-TPP	Getting Job Ready: A Practical Guide for Pre-Apprentices
ESP P4-TPP	Safety at Work: Building Everyday Safety Awareness
CEP P1-TPP	Which Career is for Me?

Program Transcripts


**Career
Launchpad**

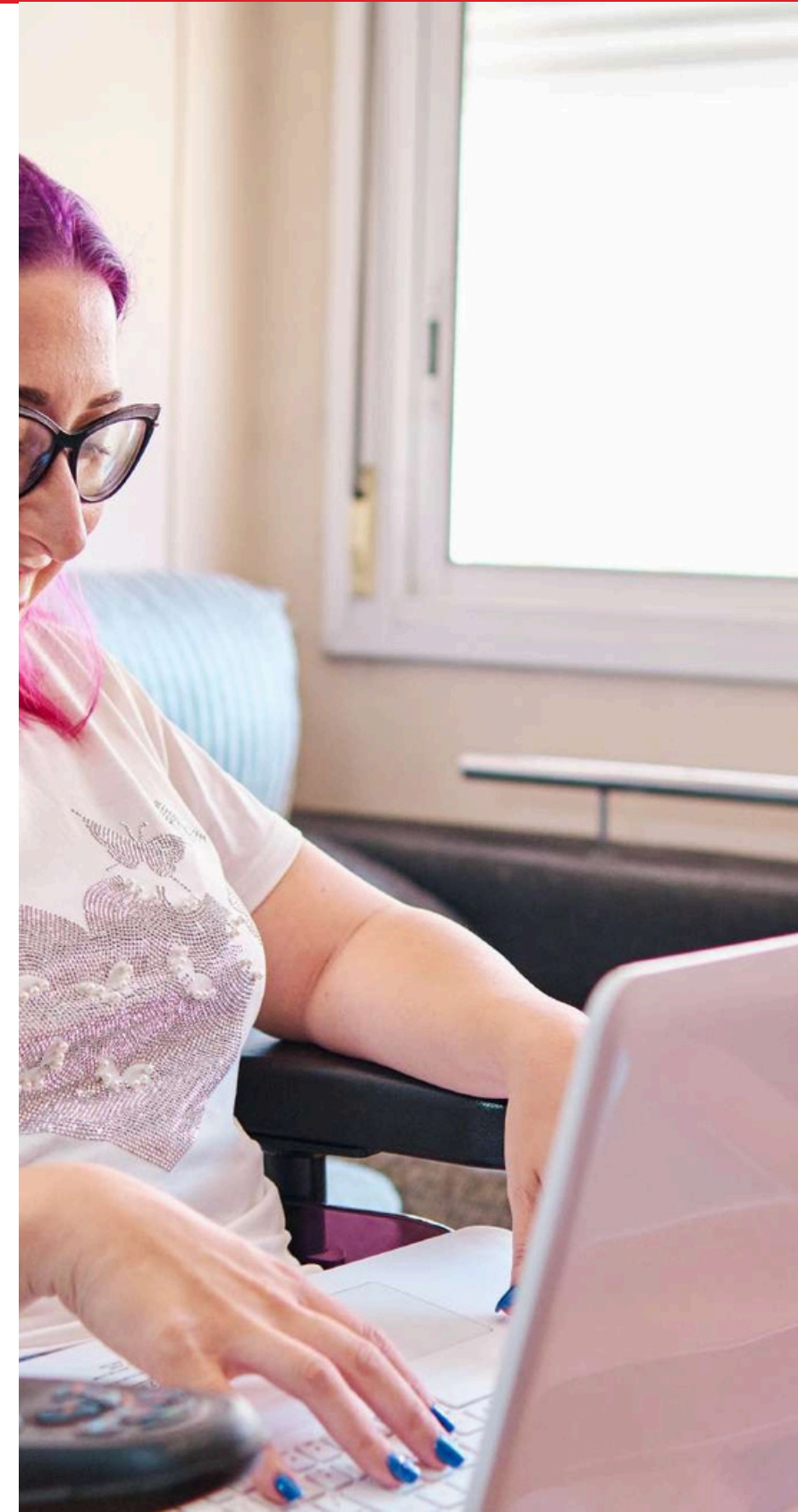


Applying for an **Apprenticeship**

RWA uses a direct application process — not referrals.

- ✓ Regional '**Apprenticeship Hot List**' shared with DOR staff monthly
- ✓ Participants **apply** to specific advertised roles

- ✓ **Ideal commute:** within 30–45 minutes of the job site
- ✓ DOR **counselors assist** with readiness, transport, and documentation
- ✓ If not selected, candidates **can join future openings** or pre-apprenticeship



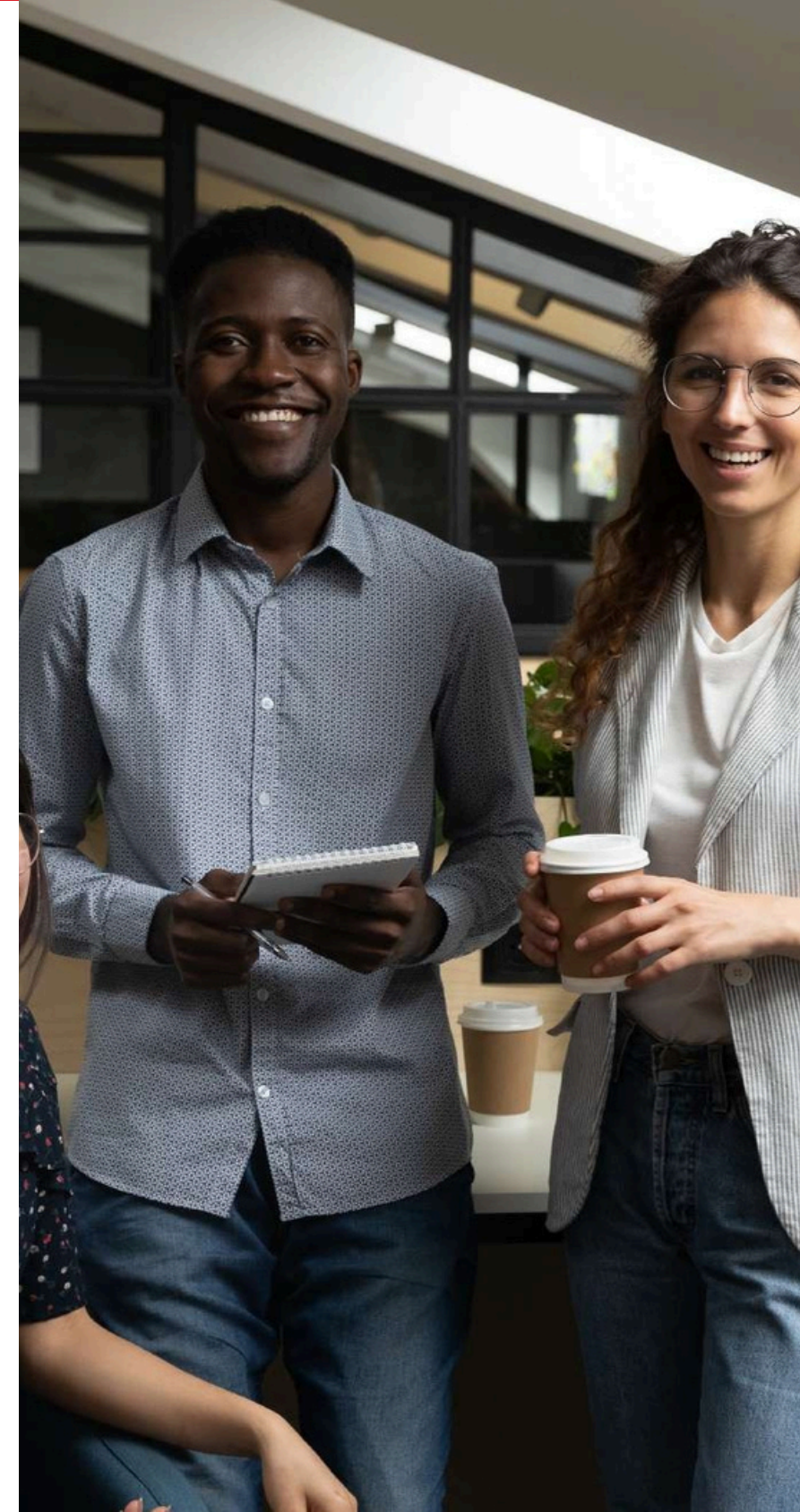


Role of **DOR Staff**

Partnering to support participant success.

- Verify **apprenticeship registration** before adding to IPE
- **Include supports:** transport, uniforms, job coaching, assistive tech

- Apprenticeships can be part-time **while attending school**
Use **interest and readiness** assessments to guide referrals
- Encourage reliability, communication, and consistent participation





Impact and Engagement

Pre-Apprenticeship



600 apprenticeships over three years



400+ mentoring sessions annually



Five regional **partnership hubs** delivering local results

Registered Apprenticeship



Quarterly **progress reports** shared with DOR

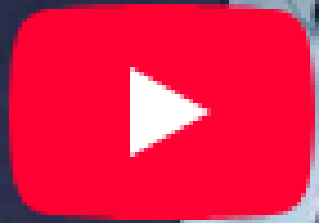


DOR engagement through Hot Lists, **local meetings**, and participant outreach




Shared goal: lasting Competitive Integrated Employment for Californians with disabilities





MR SANDERSON

Watch on  YouTube



Exploring Pathways for Students with Disabilities

CALIFORNIA DEPARTMENT OF REHABILITATION × IWSI AMERICA



HELPING STUDENTS WITH DISABILITIES EXPLORE CAREERS, BUILD CONFIDENCE, AND PREPARE FOR LIFE AFTER GRADUATION

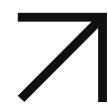
Four regional partnerships delivering Pre-Employment Transition Services across Southern California.

IWSIamerica
THE INSTITUTE FOR WORKPLACE SKILLS AND INNOVATION

Career
Launchpad

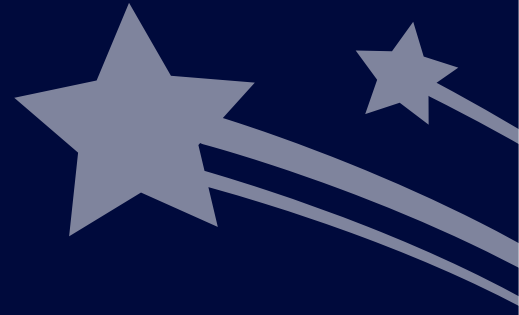
400 students each year gaining skills, workplace experience, and direction for post-school success

GOAL





What is a career path. **Career Launchpad?**



A hands-on career exploration and readiness program

- Pre-Employment **Transition Services** (Pre-ETS) for students ages 16–21
- Mix of virtual and in-person **workshops**, counseling, and workplace visits
- Builds **awareness of career options**, college, and training pathways
- Includes paid and unpaid **work-based learning** experiences
- Designed **specifically for high school students** with disabilities





Career Pathways and Exploration

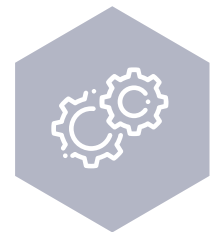
Students explore high-growth industries through videos, activities, and workplace visits:



Each student identifies personal interests and builds a career roadmap.



Health, Wellness, and Agriculture



Technology, Energy, and Environmental Services



Business, Hospitality, and Customer Service



Public Service, Education, and Legal



Transport, Logistics, Automotive, and Defense

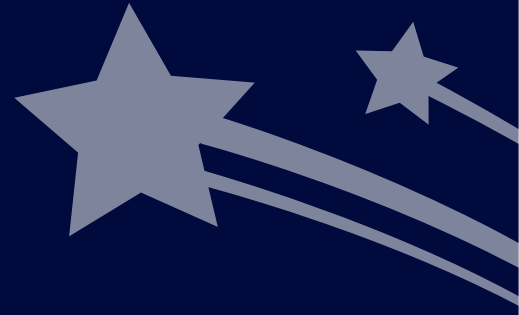


Building, Manufacturing, and Technical Trades





TheFive Pre-ETS Services



Core services required under the Workforce Innovation and Opportunity Act (WIOA)

- 1. Job Exploration** Counseling – Discover career interests and labor market trends
- 2. Work-Based Learning** Experiences – **Site visits** or up to 100 hours of paid work experience

3. Post-Secondary Counseling – **Explore** college, training, and apprenticeship options

4. Workplace Readiness Training – Resume writing, communication, teamwork, and financial literacy

5. Self-Advocacy Training – Learn rights, accommodations, and how to speak up with confidence





Training Completion Report

John Doe

Referral Date: 10/21/2025

Region: Inland Empire

Date Issued: 03/10/2026

John Doe has successfully completed the following Career Launchpad (CLP) pre-employment training modules and/or work experience.

1.	Job Exploration Counseling (ISP Career Portfolio)
	Career Discovery & Portfolio Planning (CDP P1-TPP)
2.	Skills & Industry Exploration
	Career Pathways Exploration (CEP P1-TPP)
	Financial Literacy for Work & Life (MMT P4-TPP)
	Personal Branding & Digital Identity (PBP P5-TPP)
	Successful Interviewing Skills (INT P4-TPP)
	Professional Image & Workplace Etiquette (SFS P4-TPP)
	Resume & Portfolio Development (RPD P4-TPP)
3.	Post-Secondary Counseling
	Exploring College, Training & Apprenticeship Pathways (CTA P3-TPP)
	Public Service, Education & Legal Pathways (PEL P1-TPP)
	Business & Entertainment Pathways (BEN P1-TPP)
4.	Self-Advocacy
	Self-Advocacy & Communication Skills (EPP P5-TPP)
	Workplace Soft Skills: Teamwork & Professional Behavior (SSK P4-TPP)

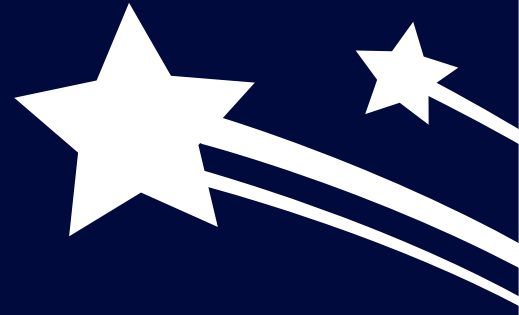
Program Transcripts





Student Participation

a career path.



Enrollment through school and DOR collaboration

- DOR counselors **register students directly** through the Career Launchpad portal
- **Login:** [careerlaunchpad.org]
 - Counselor access password: XXXX
- Counselors complete **brief student intake** before services begin
- Students may participate **during or after school hours** (virtual or in-person)
- **Each participant receives** at least two Pre-ETS services per year





Impact and Engagement



Building confidence, skills, and inclusion statewide

- ✓ **Serving 400 students annually** across Anaheim, Riverside, San Bernardino, Los Angeles, and Orange County
- ✓ **100-hour paid work experiences** available through IWSI as employer of record

- ✓ Customized **videos and workshops** featuring California industries
- ✓ **Regular progress updates** and data reporting shared with DOR
- ✓ **Shared goal:** empowering students to transition successfully into further education, training, or employment





"I feel more confident in giving my responses, I feel like over time I've been able to give more in depth answers to the questions asked."

-C.P, student, workshop chat submission

"J so looks forward to your bi-weekly meetings. Seriously, he plans his day around it... Those bi-weekly meetings are going to keep his mental health in great shape over the Christmas holidays."

-E.B, mother of CLP student, email exchange