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County Executive



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Director

Project HIRE: Disability Apprenticeship Program

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Department of Family Services

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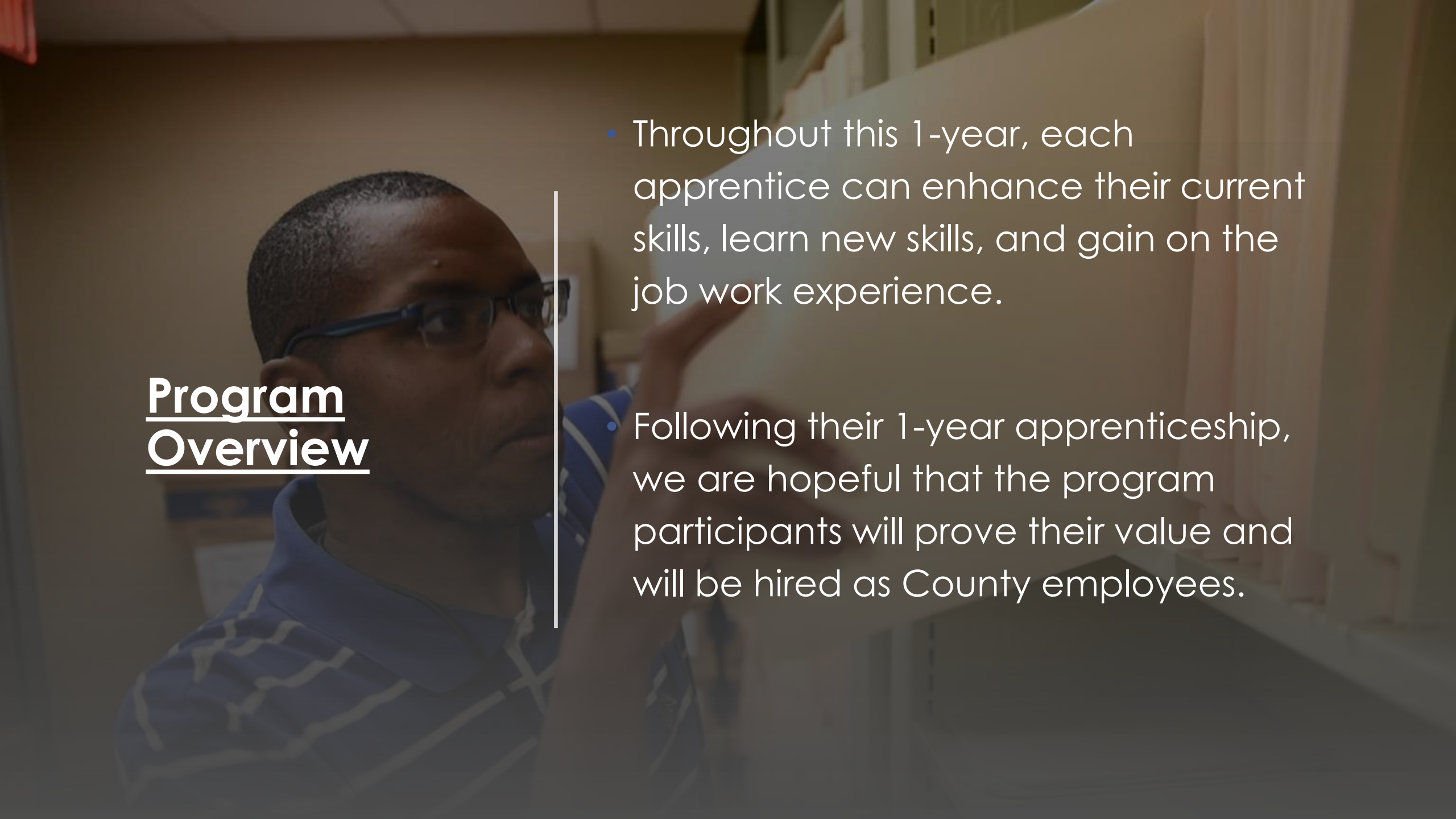


Program Overview

- **Project HIRE: Disability Apprenticeship Program**, a training program which provides individuals with developmental and/or intellectual disabilities between the ages of 18 and 25 a meaningful paid job training experience within a Prince George's County Government agency.
- Participants are placed within a Host County Agency for a period of 1 year, during which time their positions are funded by the Department of Family Services.



Project HIRE
Disability Apprenticeship Program



Program Overview

- Throughout this 1-year, each apprentice can enhance their current skills, learn new skills, and gain on the job work experience.
- Following their 1-year apprenticeship, we are hopeful that the program participants will prove their value and will be hired as County employees.

History



The Project HIRE program launched October 2018 with 10 apprentices who successfully completed the program in June 2019.



From October 2018 – October 2022, a total of 25 participants gained marketable skills in the following areas: communication skills, management skills, people & social skills, and business skills.



The following agencies extended employment to Project HIRE apprentices: Health Department, Department of Family Services, Department of Social Services, Office of Human Resources Management, and the Department of Housing and Community Development.



Apprentices throughout the Years 2018 – 2022

Program Year	# of Apprentices that Began the Program	# of Apprentices who Completed the Program
2018 – 2019	10 apprentices	10 apprentices
2019 – 2020	10 apprentices	9 apprentices
2020 – 2021	Pause due to COVID	Pause due to COVID
2021 - 2022	6 apprentices	6 apprentices
2022 – 2023 Current Cohort	9 apprentices (1 pending)	TBA



Eligibility

1. Program participants must be associated with a Supported Employment Provider Agency.
2. Prince George's County Resident with an intellectual or developmental disability
3. 18-25 years of age
4. Available to work Monday through Friday for a maximum of 8 hours a day

Application Process

- The Supportive Employment Provider Agencies will provide potential candidates with the Prince George's County employment application. Potential candidates will complete and submit the application to the Project HIRE program coordinator by the set deadline.
- The program is recruiting throughout the year, but each cohort usually runs from October through June 30.

Interview Process

- The Project HIRE program coordinator will schedule Meet and Greet interviews for each available position and invite candidates to meet with Project HIRE program staff.
- Based on interest and prior experience the Project HIRE program coordinator will send applications directly to the participating Prince George's Host County Agencies.
- Each County Agency is responsible for interviewing and extending a job offer to selected Project HIRE candidate.



2018 – 2023: Host County Agencies

- Department of Family Services
- Office of Human Resources Management
- Department of Social Services
- Health Department
- Department of Housing and Community Development
- Office of Central Services
- Department of Public Works & Transportation
- Department of Permitting, Inspections and Enforcement
- Police Department
- Office of the Sheriff
- Office of Finance
- Department of Corrections
- State Attorney's Office
- Department of the Environment
- **Prince George's County Public Schools**
- **Office of the County Executive**
- **The Maryland-National Capital Park and Planning Commission**

Work Schedules

- Apprentices are working 10 to 40 hours a week.
 1. Dept. of Social Services (40 hours a week)
 2. Office of the Sheriff (40 hours a week)
 3. Prince George's County Public Schools (20 hours a week)
 4. Dept. of Family Services (18 hours a week)
 5. State's Attorney's Office (16 hours a week)
 6. Office of the County Executive (12 hours a week)

2018 – 2023: Supportive Employment Providers

- DORS
- EBED
- Full Citizenship of Maryland
- Maryland Community Connection
- New Horizons
- Ardmore Enterprises
- SEEC
- EPIC
- Kennedy Krieger Institute
- Opportunities, Inc.
- Sunrise Community
- The ARC of Prince George's County
- Work Opportunities Unlimited
- Catholic Charities
- Compass, Inc.
- **Family New Life**
- **Best Buddies International**
- **Gallant Business Solutions**





Responsibilities: Supported Employment Providers

- **Assigning a job coach** to each apprentice;
- Providing **on-going support for apprentices** by being on site 2-3 times a week and attend Project HIRE sponsored trainings for apprentices;
- Establish **open lines of communication with Host County Agency** and establish a weekly schedule with the site;
- Adhere to Prince George's County government **dress code** (business casual), reference the Project HIRE Manual.



Performance Measures (2018-2022)

Performance Measure	Target	Actual
Number of participants referred/recruited to the program.	90 candidates	108 candidates
Number of individuals who successfully completed the Project HIRE program.	32 apprentices	25 apprentices
Number of participants hired by a County agency and remained on their job for one year.	8 apprentices	8 apprentices
Number of individuals who successfully completed the Project HIRE program and have relevant marketable skills and expanded their resume.	30 apprentices	25 apprentices
Number of participants who completed the quarterly Employment Satisfaction Survey and reported satisfaction with their work experience at their job site.	24 apprentices	25 apprentices



Project HIRE Online Training Series

- The training series was launched October 2020 while the program took a pause due to COVID. The goal was to provide professional development training to the number of candidates who applied to the program.
- In addition, we were able to increase the marketable skills of each attendee which in turn helped for their future apprenticeship with Project HIRE or other employment opportunities.
- The trainings are FREE and over time we opened the opportunity to the community and welcomed *ALL PERSONS with differing abilities*.
- Once participants complete the training series, they receive a certificate of completion from the program.



Project HIRE Testimonials

- "Project HIRE continues to be a great example of positive change and commitment to inclusivity in the community. The opportunities that Project HIRE has made available to individuals with differing abilities has aided in the professional development and self-esteem of the apprentices, while also allowing them to be important members of the county offices they support and in the lives of the Prince George's County community members who receive services. Work Opportunities Unlimited is proud to sustain support for Project HIRE and recommend our clients for the wonderful services provided".

- - *Karyn Wilkins (Work Opportunities Unlimited)*

A photograph of three people smiling in an office setting. On the left is a woman with dark hair wearing a patterned top. In the center is a woman with dark hair wearing a white top and a dark jacket. On the right is a man with short hair wearing a dark suit, a light blue shirt, and a patterned tie. They are standing in front of a wall with a grid pattern. A sign in the background partially reads "County Family Services Division" and "BE GRATE".

Project HIRE Testimonials

- “Participating in the FY22 Project HIRE Program this year was very rewarding, fun and insightful. Nathan was such a pleasure to work with, he came to work with a smile on his face every day (even behind the mask) and was eager and happy to assist everyone with processes. The consistent follow up and partnership from Ms. Berkeley made the experience even more rewarding. We partnered to ensure all parties were involved every step of the way during the program. I look forward to the continued partnerships in the future and wish all the Project Hire apprentices continued success in their endeavors!”

- - *Shalita F. Wells (The Health Department)*



Project HIRE Testimonials

- “Project HIRE has impacted and improved our lives like no other program. It has had such an enormous effect on my daughter’s confidence and in the way she interacts with others in a workplace environment. We are forever grateful to have found such an amazingly supportive program like this one in Prince George’s County.”

- – *Joyce Washington (Parent)*

- “The Project HIRE opportunity meant one more milestone towards Malcolm’s independence. It meant learning new skills, meeting new people, seeing folks he knew because the courthouse is a busy place and making sure of transportation to get there on time. It makes Malcolm proud to show family and friends that he has what’s needed to be productive in society. And I appreciate the assistance of the Project Hire team, Work Opportunities (the service provider) and the staff of the State’s Attorney’s office in giving Malcolm an experience he will remember always”.

- – *Sheila Dent (Parent)*



Project HIRE Testimonials

- "Project Hire means to me; empowerment, true inclusion and increased confidence. I have also grown personally and professionally. Project HIRE is much more than a paid internship to me".
 - Alexis Washington (Project HIRE Apprentice)
- "Project HIRE has changed my life by helping me grow professionally. Through the agency and the trainings, I feel that I learned new things while improving on some of my other skills".
 - Gary Burch (Project HIRE Apprentice)
- "Project HIRE helped me become a better working man, to be motivated, confident and ready for new assignments that I can finish".
 - - DeVante' Clemons (Project HIRE Apprentice)

Updates will be
available
ONLINE

- Project HIRE Website:
<https://www.princegeorgescountymd.gov/3131/Project-Hire>

- Facebook: @pgcfamilyservices
- Twitter: @PGCFamilyServe

2022 PROJECT HIRE GRADUATION

Contact Information

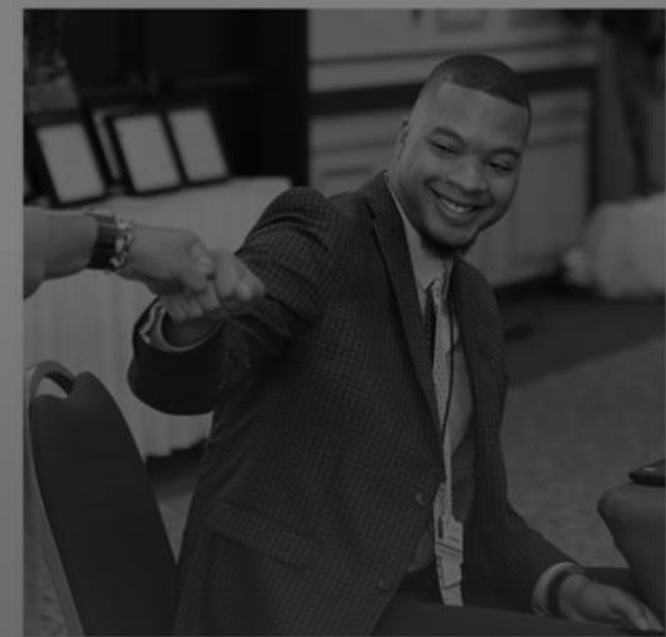
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Thursday, October 6
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For more information,
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Questions

