



PHILLIPS Career Partners: Changing the Employment Landscape *Dream It, Live It*

3D DESIGN and PRINT CAREER TRAINING PROGRAM PIVOTS TO MEET COMMUNITY PPE NEEDS

While our buildings are closed, the 3D Design and Print team are busy manufacturing PPE to donate to front line essential workers, currently donating in McLean and Falls Church. Safeway employees told us: "These don't make my head sweat, which I really like." -Dianne, Assist. Manager "Now this one; I'll actually use this one. Thank you." -Michael, Assist. Manager

CHANGING THE EMPLOYMENT LANDSCAPE

PHILLIPS Programs (www.phillipsprograms.org) is implementing an innovative employment model for young adults with Autism Spectrum Disorder (ASD) and/or behavioral health needs. We are launching a worker cooperative small business that provides on demand customized 3D design and print services and an incubator platform that expands the opportunities for successful employment outcomes. For the past three years PHILLIPS has successfully operated a school and community based 3D design and print program in partnership with another non-profit organization. Utilizing the latest technology our students have gained soft job skills, industry skills and competence leading to confidence. This successful model lays the groundwork for the business initiative.

THE CURRENT LANDSCAPE IS NOT MEETING THE NEED

The current systems supporting young adults with ASD to transition from school to work are not meeting the rising need. The 2017 National Autism Indicators Report¹⁴ states that approximately 50,000 youth with ASD turn 18 each year, and that there are currently about 450,000 youth with ASD aged 16–24 years old in the United States. Unemployment for those aged 16-24 has doubled in the past decade. As rates of ASD continue to rise, more and more youth will exit high school and want to enter the workforce or postsecondary training but viable, sustainable employment options are simply not available.

PHILLIPS DESIGNING FUTURES

This innovative model provides young adults who otherwise are under or unemployed, an inclusive workplace with a gateway into sustainable employment in the STEAM (Science, Technology, Engineering, Arts, and Mathematics) fields. Our vision as a worker cooperative and incubator platform offers those on the autism spectrum or with behavioral health needs an employment model that incorporates pre-apprenticeships leading to apprenticeships and employment with a fair wage assuring these young adults not only work alongside those without disabilities, they are empowered to be full participants in the workplace benefitting from shared ownership and decision-making. This is a paradigm shift away from the government supports that are currently in place.

The worker cooperative in the STEAM field will utilize the latest technology around 3D Design and Print services, a rapidly growing industry that is changing how manufacturing is conducted. Industry sectors, including medical technology, dental appliances, forensic sciences, and the defense industry are increasing the demand for 3D Design and Print objects. Items are produced quickly, cost effectively and manufactured to the explicit individual specifications needed.

For more information on the program, please contact Lindsay.Harris@phillipsprograms.org or Samuel.Son@phillipsprograms.org. To support the program please contact Debi.Alexander@phillipsprograms.org.