Creating a 3-year plan to transform your organization from a vocational training center for persons with disabilities into an accessible center offering holistic education, employment opportunities, and social impact can be an ambitious and impactful endeavor. Here's a comprehensive plan to guide this transformation:

**Year 1: Building the Foundation**

1. **Assess Current Resources and Needs:**
   * Conduct a thorough assessment of your organization's current resources, including facilities, staff, and financial capabilities.
   * Identify the specific needs and preferences of the persons with disabilities in your community.
2. **Develop a Comprehensive Curriculum:**
   * Collaborate with education experts to design a curriculum that caters to high school and open university college levels, considering the unique requirements of persons with disabilities.
   * Ensure it includes vocational and life skills, academic subjects, and technology training.
3. **Facility Upgrades:**
   * Make necessary physical and digital infrastructure improvements to ensure accessibility for all, including ramps, Braille signage, adaptive technology, and accessible restrooms.
4. **Recruit and Train Staff:**
   * Hire qualified educators, special education instructors, and support staff with expertise in working with persons with disabilities.
   * Provide training on accessibility, inclusive teaching methods, and disability awareness.
5. **Community Engagement:**
   * Establish partnerships with local disability advocacy groups, community organizations, and government agencies to gain support and raise awareness.

**Year 2: Implementation and Expansion**

1. **Pilot Programs:**
   * Begin with a limited number of high school and open university college classes, gradually expanding as you gain experience.
   * Collect feedback from students, instructors, and their families to refine the program.
2. **Career Development Services:**
   * Introduce career counseling, job placement, and internship programs to prepare students for future employment.
   * Collaborate with local businesses and organizations for job opportunities.
3. **Accessibility Enhancements:**
   * Continue to make improvements to facilities and technology to ensure inclusivity.
   * Seek funding and grants for accessibility upgrades and assistive devices.
4. **Monitoring and Evaluation:**
   * Establish a monitoring system to track students' progress and gather data on the impact of your programs.
   * Use this data to refine your educational approach.

**Year 3: Scaling and Social Impact**

1. **Full-scale Education Center:**
   * Expand your educational offerings to include a complete high school and open university college curriculum.
   * Increase the number of students served and offer flexible learning options.
2. **Employment Opportunities:**
   * Strengthen relationships with local employers and expand your network to create more job opportunities.
   * Provide ongoing support for graduates in the workplace.
3. **Social Impact Measurement:**
   * Collaborate with academic institutions or consultants to conduct impact assessments and research.
   * Share your success stories and data to raise awareness and attract more support.
4. **Advocacy and Policy Engagement:**
   * Engage with local and national policymakers to influence disability-inclusive education policies and employment support.
   * Advocate for broader societal changes and inclusivity.
5. **Sustainability and Fundraising:**
   * Develop a sustainable funding strategy through grants, donations, and partnerships with businesses and organizations.
   * Explore income-generating activities like accessible event hosting, training programs for corporations on disability inclusion, or accessible tourism.

Throughout these three years, ensure that you maintain a strong focus on the well-being and empowerment of persons with disabilities, involving them in decision-making and ensuring their voices are heard. Your ultimate goal should be to create a center that not only provides education and employment but also fosters a more inclusive and accessible community, generating positive social impact.

**One more –**

Certainly, here's a condensed 3-year plan for transforming your organization from a vocational training center to a holistic learning center, focusing on high school to college education, employment opportunities, entrepreneurship, and leadership development:

**Year 1: Establishing the Foundation**

1. **Assessment and Vision**: Assess resources, define a clear vision, and set strategic goals for the transition.
2. **Curriculum Development**: Develop a comprehensive high school to college curriculum with a focus on holistic education.
3. **Facility Upgrades**: Make your center fully accessible and equipped for diverse learning needs.
4. **Staff Training**: Hire and train staff in inclusive teaching, vocational training, and leadership development.
5. **Community Engagement**: Build partnerships with disability advocacy groups and stakeholders.

**Year 2: Implementation and Growth**

1. **Program Launch**: Begin offering high school and college programs, supporting students with disabilities.
2. **Employment Support**: Introduce career development services, job placements, and internships.
3. **Entrepreneurship Programs**: Initiate initiatives to nurture entrepreneurship and innovation skills.
4. **Scaling and Networking**: Expand programs, partnerships, and outreach to maximize impact.
5. **Monitoring and Evaluation**: Continuously assess and adapt programs for effectiveness.

**Year 3: Scaling and Leadership**

1. **Full-scale Learning Center**: Expand offerings and facilities to cater to more students.
2. **Leadership Development**: Incorporate leadership training, mentoring, and personal growth programs.
3. **Social Impact Assessment**: Measure the social impact of your holistic education and employment initiatives.
4. **Advocacy and Policy Engagement**: Influence policies and promote inclusion and accessibility.
5. **Sustainability and Fundraising**: Secure funding for sustainability and explore income-generating activities.

In this three-year journey, your organization evolves from a vocational training center to a holistic learning center that empowers individuals with disabilities to become entrepreneurs, leaders, and active members of the community. Your mission is to provide inclusive education, foster entrepreneurship, and cultivate leaders among persons with disabilities, ultimately making a positive social impact.