100%

80%

60%

40%

20%

Active Apprenticeships in the U.S. (FY 2020)<sup>2</sup>

# An Equitable Apprenticeships Toolkit Building and Growing Apprenticeship with Equity in Mind

Direct link to full pdf of tool kit

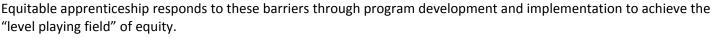
All worksheets are available via word version on reports page.

### What is an Equitable Apprenticeship?

Equitable apprenticeship programs address the barriers — both immediate and historical — that may impede pre-apprenticeship or apprenticeship access, acceptance, and an apprentice's integration and growth in the industry.

- Barriers addressed include: required levels of basic skills (such as English or math), a high school diploma or equivalent, or readiness for postsecondary level technical instruction, as well as limited awareness of specific occupations or industries or a criminal record.
- Additional barriers are the need for transportation, childcare, healthcare, or other essential supports; physical access barriers, such as non-Americans with Disabilities Act (ADA) compliant workspaces; the need for income during training; and unconscious or overt bias encountered in recruitment, in hiring, or on

the job.





Tool kit is a living document – our feedback is welcomed. There are two major components to the toolkit:

- 1. Information Gathering Tools
  - Community Demographics and Skills
  - Occupation Demographics and Skills
  - Industry Employment Requirements
  - Apprenticeship Training Entry Requirements
  - Potential Apprentices' Goals, Interests, and Challenges
  - Conditions for Equity-Focused Change
- 2. Action Planning tools
  - Defining the Goals of Your Equitable Apprenticeship Team
  - Securing Partnerships
  - Making Apprenticeship Entry Accessible
  - Designing a Pre-apprenticeship Program
  - Removing Barriers and Supporting Transition to Apprenticeship
  - Making Apprenticeship Classroom and On-the-Job Training Accessible
  - Providing Support During Pre-apprenticeship and Apprenticeship Training
  - Keeping Equity Front and Center

#### **EQUITABLE APPRENTICESHIP FRAMEWORK**



## Five Elements to the Equitable Apprenticeship Framework:

Peer learning circles informed the framework of the tool kit

- 1. Program and Service Design
- 2. Access and Recruitment
- 3. Pre-Apprenticeship
- 4. Transition to Apprenticeship
- Accessible Apprenticeship

#### **Additional Resources:**

Grow Apprenticeship CA
Grow Apprenticeship CA LinkedIn