

STRENGTHEN AND DIVERSIFY YOUR MANUFACTURING TALENT PIPELINE WITH APPRENTICESHIPS

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PRESENTED BY

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ALL YOU NEED TO KNOW
ABOUT JFF

The American labor market is broken. Our rapidly changing economy demands skilled and adaptable workers, but many people lack the education and training employers require. JFF is transforming the workforce and education systems to accelerate economic advancement for all.

Ensuring Equity in Economic Advancement

Despite overall growth, economic opportunity is limited for millions of Americans. Through education and dignified work, everyone can create the life they deserve.

Meeting Employer Needs

Employers continue to struggle to find employees with the right skills. For America to thrive in the global economy, businesses need a steady supply of highly qualified workers.

Preparing for the Future of Work

Automation, outsourcing, and new contract arrangements are changing the nature of work. Everyone must think differently about how to sustain the nation's talent supply.

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JFF'S CENTER FOR APPRENTICESHIP & WORK-BASED LEARNING

The Center provides expert guidance and resources on effective approaches to apprenticeship and other forms of work-based learning that benefit businesses, students, and workers.

We partner with employers, government, educators, industry associations, and others to build and scale effective, high-quality programs.

Visit jff.org/center



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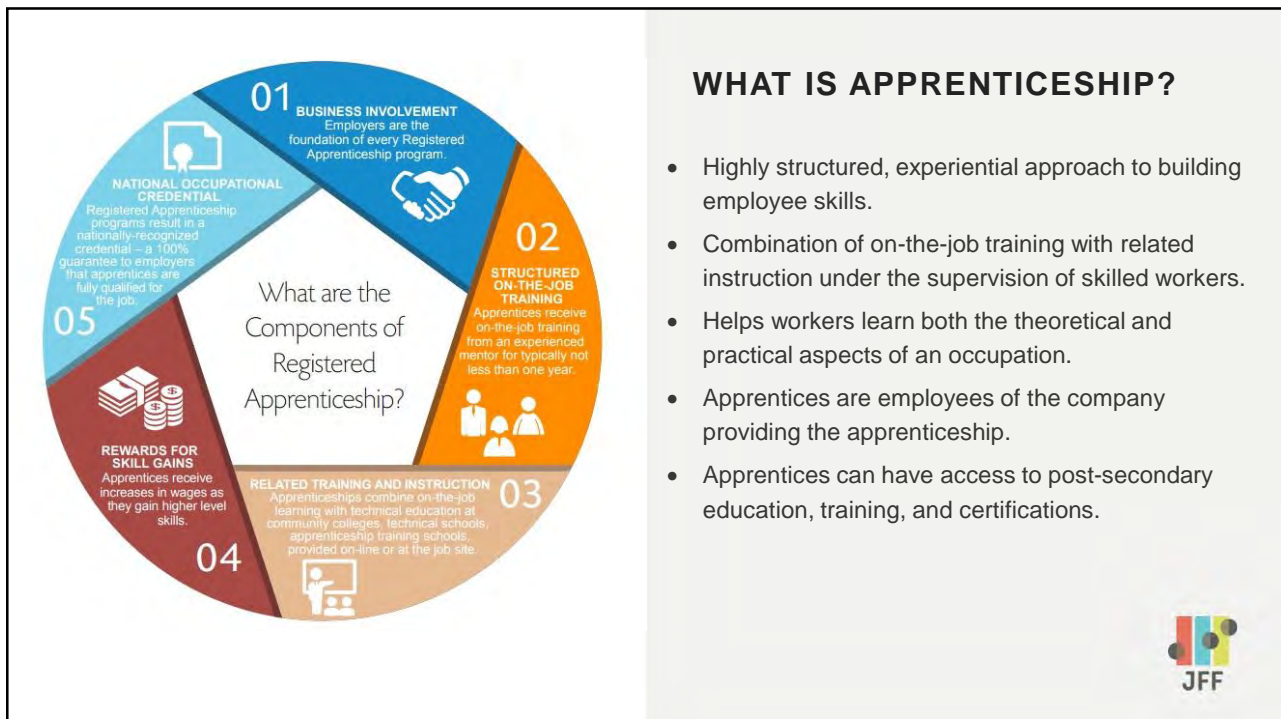


Improving Diversity & Equity In Apprenticeships For Manufacturing IDEA-M PROJECT

- U.S. Department of Labor, Office of Apprenticeship
- Expand Registered Apprenticeship in manufacturing
- Register at least 750 new apprentices per year
- At least 50% of new apprentices from underrepresented populations (focus on women and people of color)
- Provide comprehensive technical assistance in apprenticeship development/expansion and diversity, equity, and inclusion efforts
- Incentive funding available for program support



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WHAT IS APPRENTICESHIP?

- Highly structured, experiential approach to building employee skills.
- Combination of on-the-job training with related instruction under the supervision of skilled workers.
- Helps workers learn both the theoretical and practical aspects of an occupation.
- Apprentices are employees of the company providing the apprenticeship.
- Apprentices can have access to post-secondary education, training, and certifications.

Professional Office Administration








IT'S NOT YOUR TRADITIONAL APPRENTICESHIP!

- Nearly 25,000 registered apprenticeship programs active across the nation.
- 3,133 new apprenticeship programs established in FY 2019, representing a 128% growth from 2009.
- Includes traditional trades and growth industries like IT, healthcare, and advanced manufacturing.






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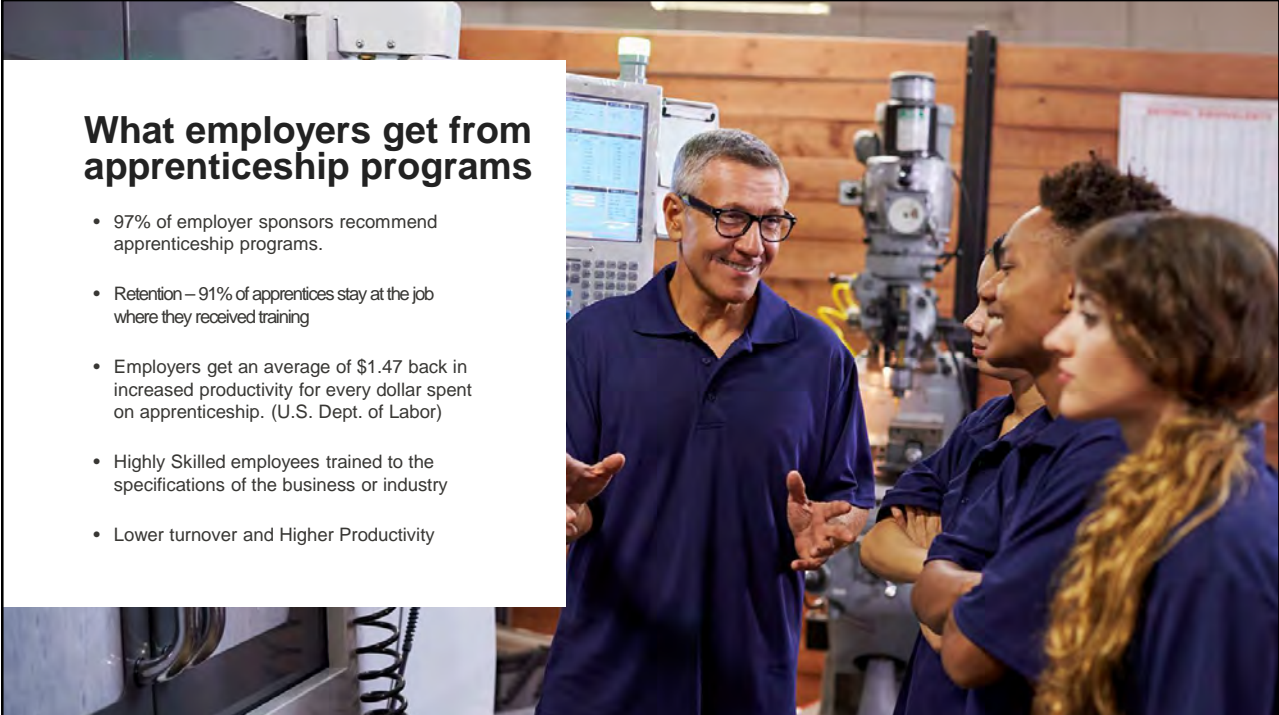


THE BUSINESS VALUE OF APPRENTICESHIP

- Employers *build versus buy* a fully competent workforce from a broader cross-section of society.
- Employee and employer have a *comprehensive training plan over time* and progression is based on skills attainment and proficiency.
- Apprenticeship is adaptable and flexible*—it can be integrated into existing recruitment and HR development strategies.



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What employers get from apprenticeship programs


- 97% of employer sponsors recommend apprenticeship programs.
- Retention – 91% of apprentices stay at the job where they received training
- Employers get an average of \$1.47 back in increased productivity for every dollar spent on apprenticeship. (U.S. Dept. of Labor)
- Highly Skilled employees trained to the specifications of the business or industry
- Lower turnover and Higher Productivity

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DIVERSITY, EQUITY, AND INCLUSION IN MANUFACTURING APPRENTICESHIPS

Key Considerations

- Equal Employment Opportunity (EEO) Compliance
- Outreach & Career Education
- Selection Process Assessment
- Training & Retention
- Planning & Evaluation
- Pre-Apprenticeship Programs/Training



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Defining RA EEO REG: 29 CFR PART 30

All Registered Apprenticeship Programs are required to provide equal employment opportunity (EEO) to their apprentices by a set of regulations found in part 30 of title 29 of the Code of Federal Regulations.

“It is unlawful for a sponsor of a Registered Apprenticeship program to discriminate against an apprentice or applicant for apprenticeship on the basis of: race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, or disability.”

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STEP 1

Choose a Leader/Point Person for EEO Efforts

Responsible for:

- Monitoring activity to ensure compliance
- Maintaining records
- Generating & submitting required reports
- Developing & implementing Affirmative Action Plan (if applicable)



KEY CONSIDERATIONS:

This individual needs to be empowered with:

- Appropriate authority
- Necessary resources
- Support of & access to leadership

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STEP 2

DISSEMINATE COMMITMENT TO EEO

Adopting & posting EEO pledge:

- To not discriminate against applicants or apprentices
- To take affirmative action to provide equal opportunity in apprenticeship
- Post notice about how complaints can be filed by applicants and apprentices



STEP 3

OUTREACH & RECRUITMENT

Sponsors must:

- Develop a recruitment source list that generates referrals from all demographic groups in the area
- Update the list annually
- Send advance notice (at least 30 days) to all sources on list for all openings

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STEP 4

INFO SESSIONS & TRAININGS

- Initial orientations & subsequent info sessions about EEO policy
- Conduct anti-harassment trainings to “maintain apprenticeship programs free from harassment, intimidation, and retaliation” & “promote an environment in which all apprentices feel safe, welcomed, and treated fairly”
- Must involve active participation by all



STEP 5

MAINTAIN RECORDS

- Selection for apprenticeship & process/reasons
- Internal dissemination of EEO pledge & complaints
- Universal outreach & requirement
- EEO info session & anti-harassment training
- Affirmative action program (if required)

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OUTREACH & CAREER EDUCATION

- Cast a wide net & partner with CBOs
- Promotional materials featuring underrepresented populations in RA
- Outreach with career education
- Involve employees & apprentices from underrepresented populations
- Change culture around DEI
- Set recruitment goals & plan



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SELECTION PROCESS ASSESSMENT

- Application & selection processes
- % of underrepresented pops accepted vs. general rates
- Criteria for eligible & quality candidates
- Candidate ranking
- Disparity in tests & interviews between men and women & racial groups
- Interview staff training
- Correlation b/t scores & success



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TRAINING & RETENTION

- Inclusive & equitable classroom & OJT training
- Assessment of workplace & training on equity, discrimination, respect, & inclusion
- Formal mentorship programs, coaching, & leadership development activities
- Connection to support groups
- Access to funding for supportive services
- Pre-Apprenticeship programs/training



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HIGH-QUALITY PRE-
APPRENTICESHIP PROGRAM

JFF's Six Key Characteristics

- **Transparent Entry and Success Requirements**
- **Alignment with Skills** Sought by Local Employers and High-Quality Apprenticeship Programs
- **Culmination in One or More Industry-Recognized Credentials**
- **Development of Skills Through Hands-On Activities and Work-Based Learning**
- **Offering of Academic, Career Exploration, and Wraparound Supports**
- **Transition into a Registered Apprenticeship or Other High-Quality Apprenticeship Program**



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PRE-APPRENTICESHIP BASICS

Groups That Can Deliver Pre-Apprenticeship Programs



Community-based
Organizations



High Schools



Labor
Organizations



Workforce
Agencies



Community
Colleges



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PRE-APPRENTICESHIP BASICS

What a Quality Program Achieves

An effective high-quality program does the following:



Links directly to an apprenticeship



Increases diversity and equity throughout the apprenticeship and workforce systems.



Prepares people from underrepresented populations for high-quality employment opportunities



Provides the essential instruction, preparation, and supports that participants need to be successful in the next step in their career paths



Is a bridge to career opportunities for students, new workers, or underprepared learners



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THANK YOU!

[About Apprenticeship](#)

[Apprenticeship & WBL for Advanced Manufacturing](#)

[5 Initial Steps to EEO for RA](#)

[Intro to AAPs for RAs](#)

[Framework for High-Quality Pre-Apprenticeship](#)

[Growing Equity & Diversity Through Apprenticeship:
Business Perspectives](#)

[4 Strategies for Equity & Diversity in Apprenticeship](#)

[JFF DEI Apprenticeship Resource Page](#)





VISIT US TODAY AT JFF.ORG

BUILD YOUR WORKFORCE.

Strengthen and Diversify your Manufacturing Talent Pipeline with Apprenticeship

Presenters: Mark Genua & Scott Ellsworth, JFF



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Opening Remarks



David Boulay
President
IMEC



Sylvia Garcia
Director (Acting)
Illinois Department of
Commerce and Economic
Opportunity



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YOUR NEXT STEP: Apprenticeship Conversation

- Talk with JFF and IMEC about needs specific to your company
- Learn next steps to meet your goals
- Contact Emily Lee at elee@imec.org to schedule your call



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GROW AND GROOM: Workforce Webinar Series

Date	Session	Presenters
Watch the Recording	DEVELOP YOUR TEAM: Building your Solid House of Workforce Development	Glenn Edwards, IMEC
Watch the Recording	PASS THE TORCH: Creating an Effective Succession Plan: Where to Begin	Stacey Curry, IMEC
Watch the Recording	BUILD YOUR WORKFORCE: Strengthen and Diversify your Manufacturing Talent Pipeline with Apprenticeship Webinar	JFF's Center for Apprenticeship & Work-Based Learning and Illinois DCEO

Access at www.IMEC.org/Events/



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BE THE CHANGE: Corporate Social Responsibility Series

Date	Session
June 24	Shades of Green Manufacturing: Power Your Sustainability Practices with Future-Focused Jobs
July 29	Doing Good to Do Better Workshop
August 26	Incorporating Corporate Social Responsibility into Your Brand Workshop
September 23	Leadership for a Changing World Workshop

Register at www.IMEC.org/Events/



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UPCOMING EVENTS

Date	Session	Presenter
June 24	MAINTAIN HIGH QUALITY: Virtual Quality Auditing Webinar	Margo Barr, IMEC
June 28	REDUCE NOISE HAZARDS: Webinar on the New OSHA Regional Emphasis Program	OSHA
June 29	WHERE WORK HAPPENS: The Power of Gemba Walks for Continuous Improvement Webinar	Mark Loscudo, IMEC
June 30 @ Danville Area Community College	IMIN Network: HELP WANTED: Recruiting Talent and Overturning Turnover in a Post-Pandemic Storm	Glenn Edwards, IMEC
July 7 First Wednesday of the month through Sept. 2022	MAKE STEADY PROGRESS: CMMC Cybersecurity 15-Part Training Series for Manufacturers	IMEC & Cerberus Sentinel
July 15	IMPROVE CUSTOMER TRUST: Manage Expectations and Have the Hard Conversations Webinar	Dale Carnegie Training

Register at www.IMEC.org/Events/



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