

Recruiting & Retention Toolkit:

Benefits of Diversity & Inclusion in the Workforce

AppreNEXT
Powered by FASTPORT, Inc.

A trusted Department of Labor
Industry Intermediary
Specializing in Apprenticeship



What is Apprenticeship?

- +Heightened Retention Rates
- +Diversified Talent



What is Diversity & Inclusion?

- +Benefits
- +Applicability
- +Utilization



How can D&I be used for recruitment and retention?

- +No cost outreach tools
- +Free Resources



Where do we go from here?

- Creates a diverse workforce
- Increases productivity
- Reduces turnover costs
- Attracts a new talent pool
- Produces high-skilled employees



What is Apprenticeship?

Apprenticeship is a globally recognized and leveraged employer-driven training model used to attract and retain the best talent.

Apprenticeship is an "earn and learn" training opportunity which increase productivity, creates a more diverse workforce, attracts a new talent pool and allows employers to gain highly skilled employees. Any size business, from small to large, can create and maintain an apprenticeship program which can be tailored to the specific employer's needs and business model. Since employers can customize each program to their specific needs, integrating a program seamlessly into the current training and human resource development strategies.

National Apprenticeship

Core Components

Business Involvement Employer= foundation of RA & must be directly involved + provider of OJT

On-the-Job Training Structured & Supervised

Related Training & Instruction 144 hours per year Parallel/ Front-Loaded/ Segmented Options

Rewards for Skill Gains Increases in skills = increases in earning potential

National Credential Sponsor certifies apprentice is competent for career/ Apprentice receives national credential



National Apprenticeship

By the Numbers

Retention Rate of Apprentices After Program Completion:



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94%

94% retention rate of apprentices after program completion

91%

91% Retention rate post-Apprenticeship after an Apprentice has been employed for 9 months

70%

70% Growth in new Apprentices since 2011

349,000+

349,000+ participants completed an Apprenticeship within the last five years

13,500+

13,500+ new Apprenticeship Programs created in the last five years

Diversity In Apprenticeship

Data from the Employment and Training Administration's Registered Apprenticeship Partners Information Database System known as RAPIDS.

The RAPIDS system provides individual apprentice data, including diversity and inclusion information.

Federal Workload Data: Apprentices by Ethnicity for Fiscal Year 2019*

Ethnicity	Active Apprentices	New Apprentices	Completers
Hispanic	66,568	27,989	7,176
Non-Hispanic	150,324	66,028	20,028
Not Provided	65,603	26,085	11,759
Total	282,495	120,102	38,963

Federal Workload Data: Apprentices Race for Fiscal Year 2019*

Race	Active Apprentices	New Apprentices	Completers
Not Provided	21,669	751	5,265
American Indian or Alaska Native	6,641	1,885	792
Asian	4,312	1,842	793
Black or African American	29,542	16,519	3,999
Do not wish to answer	51,334	28,924	5,208
Multiple-Race Selected	1,736	1,165	95
Native Hawaiian or Other Pacific Islander	2,357	899	266
White	164,904	68,117	22,545
Total	282,495	120,102	38,963

Federal Workload Data: Apprentices by Gender for Fiscal Year 2019*

Gender	Active Apprentices	New Apprentices	Completers
Female	25,645	14,348	4,273
Male	256,850	105,754	34,690
Total	282,495	120,102	38,963



AppreNEXT + Apprenticeship + Diversity & Inclusion

The Department of Labor has invested in Industry Intermediaries and tasked us with expanding apprenticeship and helping to increase diversity and inclusion practices.



Department of Labor Industry Intermediary

FASTPORT is contracted by the DOL to expand apprenticeship programs and has served as an industry intermediary since 2016. With DOL support, FASTPORT has created and facilitated a series of Apprenticeship programs and occupations from logisticians to conductors to mechanics to cyber experts to managers and even to service animal trainers.



Trusted Technology Provider

FASTPORT is widely known as a trusted technology provider for civilian and Veteran service organizations such as the George W. Bush Institute, Hiring Our Heroes, and Wreaths Across America.



Serves Federal & Military Organizations

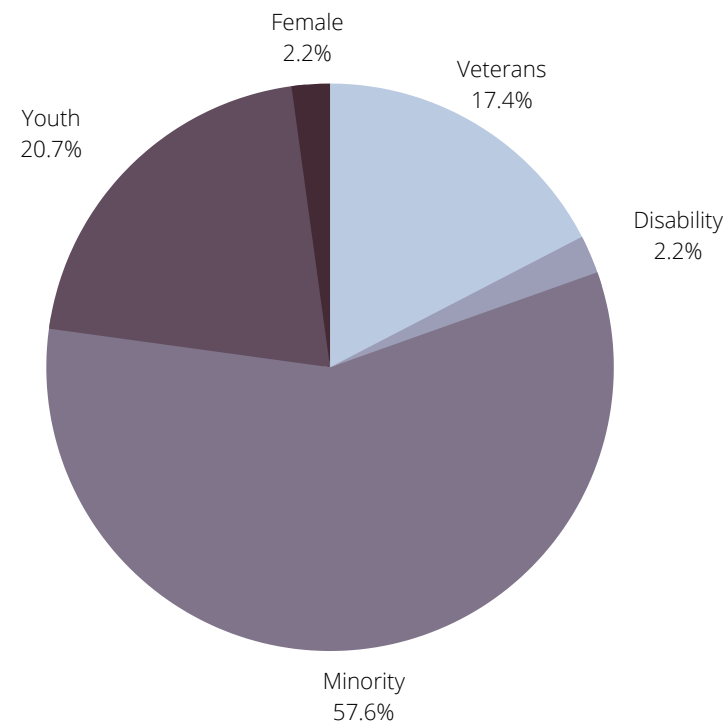
FASTPORT serves Federal and Military Organizations such as: U.S. Chamber of Commerce Hiring Our Heroes Events; U.S. DOL Vets Transition Assistance Program Referrals; Military Officers Association of American Events; Centurion Military Alliance; CVTA Podcast; TIA Webinars/ Lunch & Learns; NAPFTDS Virtual Conference Sponsorship; NRMCA Workforce Committee Meetings



Connect with Us

<https://nationalapprenticeship.org/>

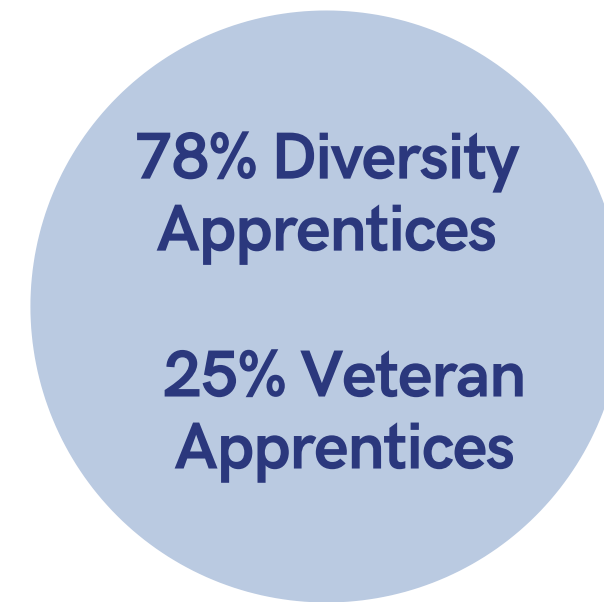
Diversity & Inclusion Statistics



Diversity & Inclusion

Total New Apprentices: 1,194

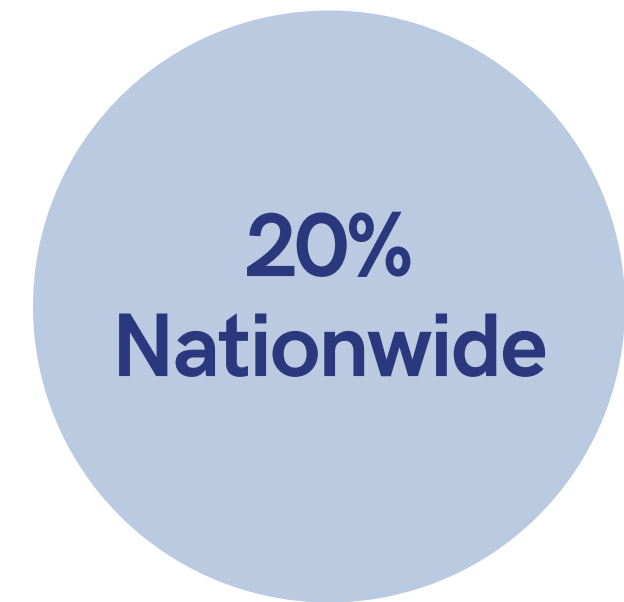
FASTPORT facilitates Diversity & Inclusion within Apprenticeship while providing support and encouragement to its Employer Partners



Over 15,000 New Apprentices since 2017

27 Occupations

Since 2017, FASTPORT and its Employer Partners have contributed to the creation and expansion of Apprenticeship



FASTPORT'S Programs

Contribute 20% of Transportation Apprenticeships Nationwide

FASTPORT has helped to create and establish a significant number of Apprenticeships in conjunction with Employer Partners, Industry Associations and the DOL

What is Diversity & Inclusion?

Diversity & Inclusion practices are a facet of Equal Opportunity

Diversity: Characteristics and traits which make individuals unique- differences, not "different."

Inclusion: Behaviors that make people feel welcome and offer a sense of belonging.



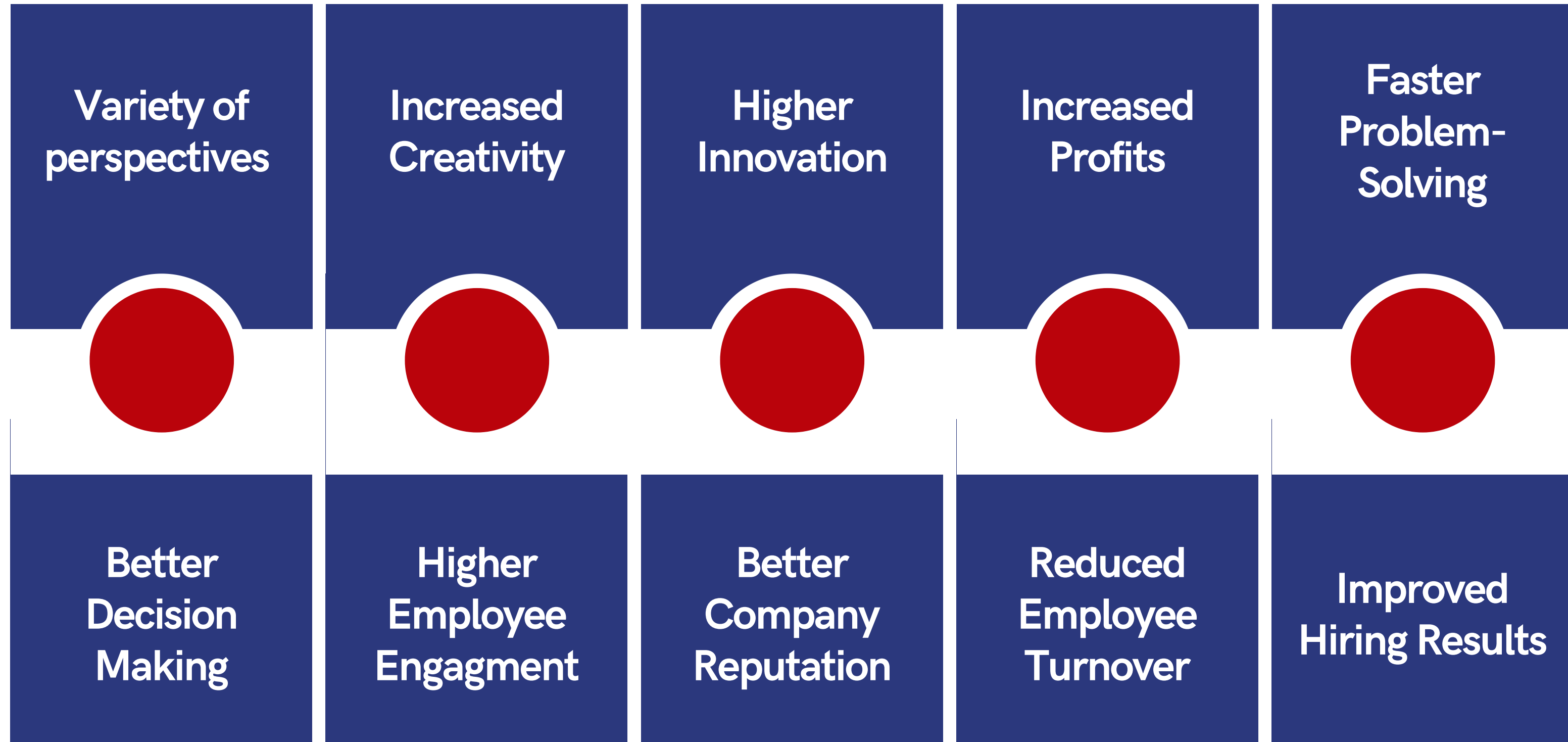
What is Equal Opportunity?

- Preventing workplace discrimination
- Making good faith efforts to provide all interested, qualified individuals the opportunity to apply and be selected for available positions
- Ensuring uniform, consistent and non-discriminatory practices

It is NOT establishing quotas, creating set-asides for specific groups or hiring individuals who do not meet business qualifications/parameters



BENEFITS OF DIVERSITY AND INCLUSION



BENEFITS OF DIVERSITY AND INCLUSION

21%

Businesses with a healthy balance of men and women are 21% more likely to outperform their competitors.

33%

Businesses with a good mix of ethnic and cultural backgrounds are 33% more likely to outperform their competitors.

87%

Teams that are gender, age, and ethnically diverse make better decisions up to 87% of the time.

Recruiting Strategies

Building Diversity &
Inclusion Practices
Within the Workplace

Creating Diversity Practices

- Reward diverse referrals
- Leverage Job Boards
- Highlight Diversity within Recruiting Materials
- Diversify the Interview Panel and Process
- Create Targeted Hiring Goals

Recruiting Strategies

Building Diversity &
Inclusion Practices
Within the Workplace

Job Choice

- Educate candidates on pay for differing positions
- Encourage participants to explore occupational information for nontraditional industries or positions
- Offer subsidies to individuals for training

Placement

- Discuss the benefits of having a diversified workforce
- Create or enhance already established harassment and discrimination policies
- Adhere to and promote continued oversight of existing policies

Retention Strategies

Building Diversity &
Inclusion Practices
Within the Workplace

Creating Inclusive Practices

- Maintain a positive culture
- Create a supportive structure such as an inclusion council
- Provide Diversity and Inclusion Training
- Educate company leaders
- Reassess employee benefits structure
- Listen to employees and celebrate differences

Hiring Veterans

Why hire veterans into your apprenticeship?

Employers have seen higher retention rates and report that their veteran employees demonstrate proven leadership, an ability to work well under pressure, and a strong work ethic—all valuable skills in an apprentice. As you look for a reliable talent pool, consider how your Registered Apprenticeship Program can attract veterans by getting approved to accept GI Bill benefits and becoming a veteran-ready organization.

Monthly Housing Allowance (MHA)

Veteran apprentices can use their GI Bill benefit and receive a tax-free stipend while participating in a Registered Apprenticeship program.

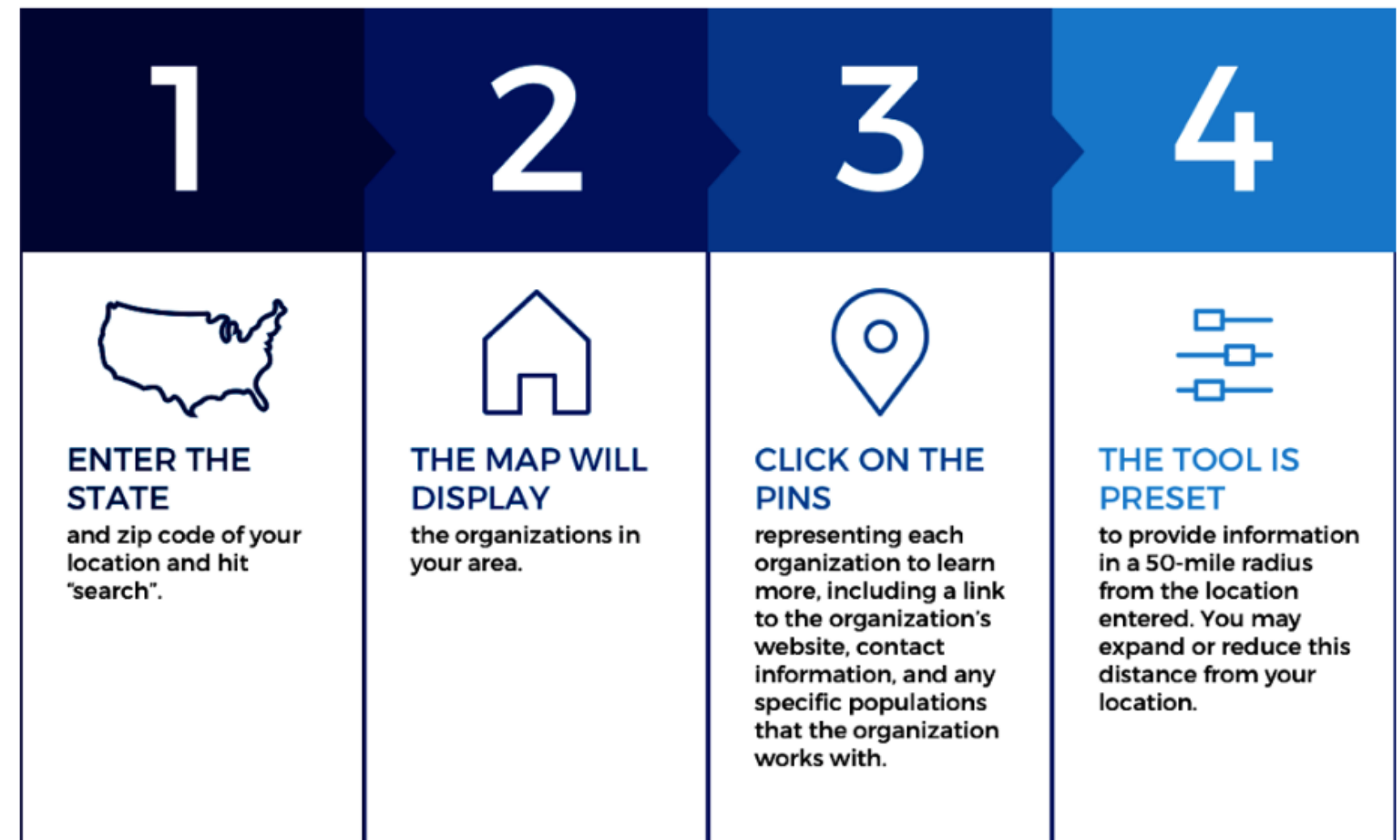


No-Cost Universal Outreach and Recruitment Tool

- Use to reach potential qualified applicants
- Serves as a resource to help find diverse candidates
- Connects apprenticeship affiliate partners, such as Workforce Boards and other providers, with employers

Tool Link:

<https://www.dol.gov/agencies/eta/apprenticeship/eo/recruitment/outreach-tool>



No-Cost Job Posting Board



Add Your Jobs to US National Labor Exchange and Participating State Sites at No Cost

- Post current employment opportunities and openings to the Apprenticeship.gov website
- Connects apprenticeship providers with applicants
- Career seekers will be able to see available positions

How it works



Career Seekers search for Apprenticeship jobs

They enter keywords relevant to their career path and geographic location



Apprenticeship jobs appear in the search results

Apprenticeship.gov searches active apprenticeship opportunities available on the National Labor Exchange, multiple job boards, and state job banks



Career Seekers apply for apprenticeship jobs

Apprenticeship.gov will send the career seeker to the employer's apprenticeship job application



No-Cost Training Materials

- Provides opportunity to create open discussions while educating employees
- Free anti-harrassment training Modules
- Free Diversity and Inclusion Training

[Click Here for Powerpoint](#)

[Click Here for PDF](#)



TRAINING PRESENTATION OPTIONS

1. FOR IN-PERSON, FACILITATED TRAINING (RECOMMENDED):

- Show the PowerPoint Slide Show: *Unlawful Harassment in Apprenticeship Programs* – and discuss.

or

- Show slides 1-3 of the PowerPoint Slide Show; then the video: *Introduction to Unlawful Harassment in Apprenticeship Programs*; and then slides 10 to the end of the Slide Show – and discuss.

2. FOR WEB-BASED, SELF-DIRECTED TRAINING:

- Direct the trainee to play the online Knowledge Assessment: *Checking Your Knowledge on Unlawful Harassment in Apprenticeship Programs*, which will launch the video.
- Then direct each trainee to review the *Pledge Poster/Complaint Notice*.

Questions? Reactions?

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