Recruiting & Retention Toolkit:

Benefits of Diversity & Inclusion in the Workforce

Powered by FASTPORT, Inc.
A trusted Department of Labor Industry Intermediary Specializing in Apprenticeship
Where do we go from here?

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
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.
<table>
<thead>
<tr>
<th>National Apprenticeship</th>
<th>Core Components</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Business Involvement</strong></td>
<td>Employer= foundation of RA &amp; must be directly involved + provider of OJT</td>
</tr>
<tr>
<td><strong>On-the-Job Training</strong></td>
<td>Structured &amp; Supervised</td>
</tr>
<tr>
<td><strong>Related Training &amp; Instruction</strong></td>
<td>144 hours per year Parallel/ Front-Loaded/ Segmented Options</td>
</tr>
<tr>
<td><strong>Rewards for Skill Gains</strong></td>
<td>Increases in skills = increases in earning potential</td>
</tr>
<tr>
<td><strong>National Credential</strong></td>
<td>Sponsor certifies apprentice is competent for career/ Apprentice receives national credential</td>
</tr>
</tbody>
</table>
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

By the Numbers

National Apprenticeship

Retention Rate of Apprentices After Program Completion:

94%

https://www.dol.gov/agencies/eta/apprenticeship/about/statistics
Diversity In Apprenticeship

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

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Active Apprentices</th>
<th>New Apprentices</th>
<th>Completers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>66,568</td>
<td>27,989</td>
<td>7,176</td>
</tr>
<tr>
<td>Non-Hispanic</td>
<td>150,324</td>
<td>66,028</td>
<td>20,028</td>
</tr>
<tr>
<td>Not Provided</td>
<td>65,603</td>
<td>26,085</td>
<td>11,759</td>
</tr>
<tr>
<td>Total</td>
<td>282,495</td>
<td>120,102</td>
<td>38,963</td>
</tr>
</tbody>
</table>

Federal Workload Data: Apprentices Race for Fiscal Year 2019*

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

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>Active Apprentices</th>
<th>New Apprentices</th>
<th>Completers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>25,645</td>
<td>14,348</td>
<td>4,273</td>
</tr>
<tr>
<td>Male</td>
<td>256,850</td>
<td>105,754</td>
<td>34,690</td>
</tr>
<tr>
<td>Total</td>
<td>282,495</td>
<td>120,102</td>
<td>38,963</td>
</tr>
</tbody>
</table>

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.
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.

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

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.

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.

All statistics as of June 2021
What is Diversity & Inclusion?

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

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

Diversity & Inclusion practices are a facet of Equal Opportunity.
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
<table>
<thead>
<tr>
<th>Benefits of Diversity and Inclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Variety of perspectives</td>
</tr>
<tr>
<td>Increased Creativity</td>
</tr>
<tr>
<td>Higher Innovation</td>
</tr>
<tr>
<td>Increased Profits</td>
</tr>
<tr>
<td>Faster Problem-Solving</td>
</tr>
<tr>
<td>Better Decision Making</td>
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<tr>
<td>Higher Employee Engagement</td>
</tr>
<tr>
<td>Better Company Reputation</td>
</tr>
<tr>
<td>Reduced Employee Turnover</td>
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<tr>
<td>Improved Hiring Results</td>
</tr>
</tbody>
</table>
## Benefits of Diversity and Inclusion

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>21%</td>
<td>Businesses with a healthy balance of men and women are 21% more likely to outperform their competitors.</td>
</tr>
<tr>
<td>33%</td>
<td>Businesses with a good mix of ethnic and cultural backgrounds are 33% more likely to outperform their competitors.</td>
</tr>
<tr>
<td>87%</td>
<td>Teams that are gender, age, and ethnically diverse make better decisions up to 87% of the time.</td>
</tr>
</tbody>
</table>

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Delivering Through Diversity https://www.mckinsey.com/~/media/mckinsey/business%20functions/organization/our%20insights/delivering%20through%20diversity/delivering-through-diversity_full-report.ashx
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
Recruiting Strategies

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.

https://www.apprenticeship.gov/employers/hire-veterans
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/eeo/recruitment/outreach-tool
No-Cost Job Posting Board

• 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

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Questions?  
Reactions?

Get in touch with us.

Dave Harrison,  
Senior Director  
dave.harrison@fastport.com

Brad Bentley,  
President  
brad.bentley@fastport.com

Rachel Rowe,  
Director  
rachel.rowe@fastport.com

Gena Mullenax,  
Director  
gen.mullenax@fastport.com

Jamie Pace,  
Admin  
jamie.pace@fastport.com

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