
RESOURCE COMPENDIUM

EXPANDING APPRENTICESHIP FOR PEOPLE OF COLOR

THE CHALLENGES

- **[Even apprenticeships are hard to come by for women and minorities](#)**. A few big firms in Chicago are taking steps to diversify their workforces through apprentice programs that break down color and gender barriers to mid-level jobs.
- **[When Working Hard Is Not Enough for Female and Racial/Ethnic Minority Apprentices in the Highway Trades](#)**. The findings from an Oregon study show that racial/ethnic minority and female apprentices have lower rates of recruitment and retention, and disproportionately experience challenges with interpersonal interactions, hiring practices, and supervisory practices.
- The Center for American Progress's **[The Apprenticeship Wage and Participation Gap](#)** examines apprenticeship programs over the decade from 2008 through 2017 in order to observe gaps in participation and wages among people of color and women.
- **[Recasting American Apprenticeship: A Summary of the Barriers to Apprenticeship Expansion Research Project](#)** was released by the Aspen institute to address three major barriers to apprenticeship expansion, including equity concerns.

POTENTIAL SOLUTIONS, MODELS, AND PROMISING PRACTICES

- WorkforceGPS Apprenticeship Community of Practice page for **[Expanding Apprenticeship for People of Color](#)**, which highlights apprenticeship programs that give opportunities to people of color, toolkits and guides, and research, including the following:
 - **[The Edward J. Malloy Initiative for Construction Skills, Inc.](#)**
 - **[Action for Boston Community Development](#)**
 - **[Wisconsin Regional Training Partnership](#)**
 - **[Cypress Mandela](#)**
 - **[Equal Opportunity Contractor Compliance Toolkit \(North Carolina\)](#)**
- Jobs for the Future (JFF) released **[What we Know About Equity and Diversity in Apprenticeship](#)** which discusses diversity challenges and ideas for building connections into apprenticeship through recruitment, preparation, and retention activities.
- JFF's report **[Diversifying Apprenticeship: Acknowledging Unconscious Bias to Improve Employee Access](#)** focuses on how unconscious bias can prevent employees from getting the training they need to advance.

- **[New Resources to Expand Quality Apprenticeships](#)** is an Annie E. Casey Foundation piece that makes the case for prioritizing equity and diversity in apprenticeship and provides various resources to accomplish this goal.
- The New Jersey Institute for Social Justice released **[Becoming the United States of Opportunity: the Economic Equity and Growth Case for Apprenticeships](#)**, a report focused on how apprenticeship programs can strengthen our economy and advance economic opportunity by connecting residents – particularly people of color and women – to living wage careers.
- The Urban Institute’s **[Diversity and Inclusion in Apprenticeship Expansion](#)** investigates South Carolina’s apprenticeship expansion initiative to explore potential trade-offs between equity and expansion, finding that rapid growth in apprenticeship does not have to come at the expense of racial and ethnic diversity, but it may also present challenges.
- **[Towards Workforce Diversity and Inclusion in Water Professions: Apprenticeship as an Essential Pathway for African Americans and Other People of Color](#)**. This issue brief from the Congressional Black Caucus Foundation provides data and useful resources about the benefits of apprenticeships for African Americans, especially in the water utilities industry.
- Race Forward’s **[Racial Equity Readiness Assessment for Workforce Development](#)** is not exclusive to apprenticeship, but is a resource for workforce development practitioners to evaluate their programs, operations, and culture in order to identify strength areas and growth opportunities. The tool helps users look at practices and policies that support institutional racial equity, evaluate their current efforts, and plan action steps.
- Equity in Apprenticeship released **[Principles for Equity in Apprenticeship](#)**, which focuses on “apprenticeships that also build economic mobility for disadvantaged populations, extending opportunity to workers – often women and people of color – who have been excluded too often in the past.”
- **[Tectonic](#)** offers competency-based apprenticeships to an under-utilized workforce in Boulder, Colorado; Kansas City, Missouri; and El Paso, Texas that includes women, youth, veterans, and people of multicultural backgrounds, including people of color.

EMPLOYER ENGAGEMENT RESOURCES

- **[Growing Equity and Diversity through Apprenticeship](#)**. More than 20 leading employers and industry associations offer their strategies to improve apprenticeship access and success for underrepresented populations in this resource by JFF.
- **[The Business Case for Hiring Nontraditional Jobseekers](#)** is a resource of data, tips, and tools to assist with TechHire job placement. The resource “sheds light on the ways in which broadening the hiring lens can lead to greater profits, a more diversified customer base, and greater opportunity to scale operations,” with a focus on youth.