



At Ivy Tech, we believe developing diverse apprentice pipelines helps employers and other program sponsors widen their candidate pool, and thoughtful mentoring, support strategies, and an inclusive workplace culture can help them retain diverse apprentices.

What is DEIA?

Diversity

The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.

Inclusion

The recognition, appreciation, and use of talent and skill from employees of all backgrounds.

Equity

The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

Accessibility

The intentional design, construction, and development of facilities, information technology, communication technology, programs, and services to ensure that all people, including people with disabilities, can fully and independently use these resources.

Expanding Apprenticeship to Specific Populations

People of Color

People of color remain underrepresented in Registered Apprenticeship Programs, despite apprenticeships offering a clear path to the middle class.

Formerly Incarcerated Persons

Registered Apprenticeship offers a new opportunity and a pathway to a long-lasting career for individuals that have been incarcerated or have a criminal record.

Individuals with Disabilities

Individuals with disabilities face high unemployment rates but are capable of working and succeeding in all sectors of the economy. As Registered Apprenticeship Programs (RAPs) expand into new industries, opportunities for those individuals continue to grow.

Veterans

Registered Apprenticeship Programs can connect transitioning active-duty military service members, National Guard and Reservists, veterans, and military spouses with training in new skills and quality career opportunities.



Women

Women are entering apprenticeships in both traditional skilled trades and new programs in industries such as IT, financial services, and other sectors. While the number of female apprentices is growing, women still comprise a small proportion of participants in Registered Apprenticeship Programs.

English Language Learners

As the U.S. Department of Labor, states, and sponsors across the nation seek to widen talent pipelines and develop more diverse and inclusive apprenticeship opportunities, many are taking steps to open doors for prospective apprentices who have limited proficiency in the English language (or English language learners [ELLs]).

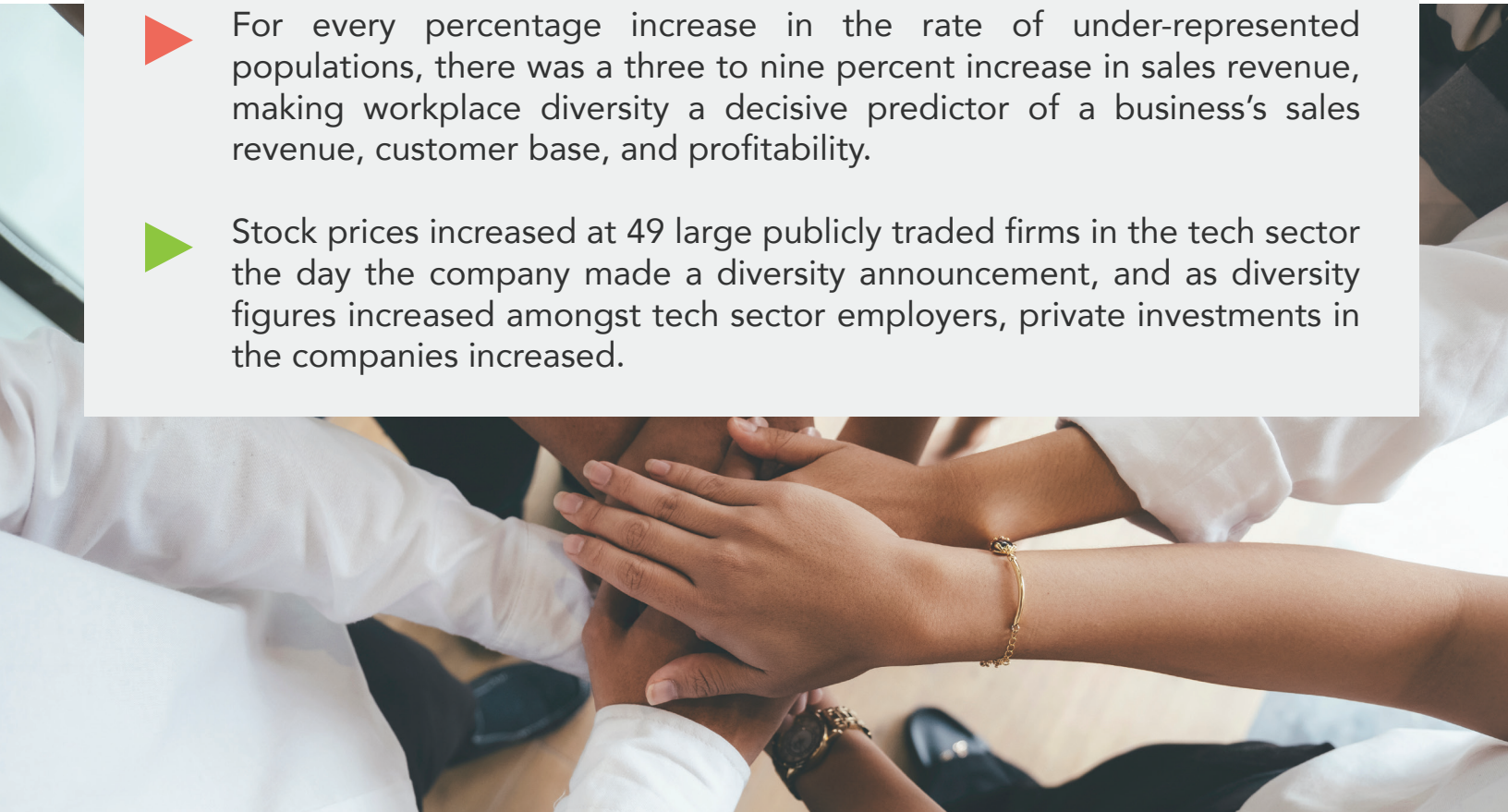
Youth Apprenticeship

Apprenticeship is a valuable work-based learning opportunity that provides youth with academic and workplace skills that lead to post-secondary education opportunities and careers. Businesses, workforce professionals, educators, and others are looking to pre-apprenticeship and apprenticeship as an effective way to start high school students and other youth on a career pathway that leads to good wages and opportunities for advancement.

Making a Case for DEIA in Registered Apprenticeship

The U.S. Department of Labor (DOL) believes that diversity is one of the defining strengths of America. As such, the diversity of our country's workforce is essential to accomplishing the mission areas of DOL. To ensure a wide range of experiences, perspectives, and skills, DOL is committed to increasing diversity and inclusion throughout Registered Apprenticeship Programs (RAPs). This should provide better decision-making to drive innovation and creativity. One of the best ways to convince employers to adopt DEIA is to demonstrate how DEIA has been tried, proven, and positively impactful. Research shows companies who embrace DEIA outperform less diverse companies in profitability.

- ▶ Employee performance increases when diversity within the workforce increases, and employees are 19 percent more likely to stay longer with a diverse company. This reduces turnover costs for employers.
- ▶ Companies in the top quartiles for gender diversity were 21 percent more likely to experience above-average profitability than companies in the fourth quartile.
- ▶ Companies in the top quartiles for ethnic and cultural diversity were 35 percent more likely to outperform their peers in terms of profitability.
- ▶ For every percentage increase in the rate of under-represented populations, there was a three to nine percent increase in sales revenue, making workplace diversity a decisive predictor of a business's sales revenue, customer base, and profitability.
- ▶ Stock prices increased at 49 large publicly traded firms in the tech sector the day the company made a diversity announcement, and as diversity figures increased amongst tech sector employers, private investments in the companies increased.



Implement Initiatives on DEIA Today!

As America's population becomes increasingly diverse, positioning yourself with a strong DEIA strategy enables companies to reach a significantly larger potential talent pool. Taking steps now to diversify your RAP will help your organization increase productivity while fostering an inclusive and positive environment for all. Have the difficult conversations, take the steps, do the work, and watch your RAP grow and thrive!



For more information and resources go to ivytech.edu/apprenticeships

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