

# Taking your First Step Supporting Job Seekers through Registered Apprenticeship: A Guide for Community Based Organizations

## **How can Registered Apprenticeships set your community up for a gainful career pathway?**

- **Registered Apprenticeships are a successful model for creating job opportunities across sectors, experiences, and skill sets.**

UnidosUS and Jobs for the Future (JFF) have partnered with the support of the United States Department of Labor (DOL). This partnership is designed to further connect our Affiliate and community-based organizations with technical assistance to increase opportunities and accessibility for Registered Apprenticeship programming.

- **Apprenticeships are a proven method of ensuring gainful career opportunities for individuals without access to four-year college.**

The role of Registered Apprenticeships is to provide a viable solution for filling hiring needs & increasing diversity in the U.S. workforce.

According to DOL, 91% of apprenticeship graduates retain employment and earn on average \$50,000 a year, compared to \$31,000 a year as a first-year apprentice; this earning potential can yield an increase for racial and ethnic minorities through registered apprenticeship programs.



- **Registered Apprenticeship is:**

An “earn as you learn” model, where apprentices learn on-the-job skills leading to a successful career while earning family sustaining wages.

A sustainable recruitment, training, and retention tool where upon program completion, apprentices are more likely to retain gainful employment.

A vehicle towards stackable industry credentials, earned at the completion of each registered apprenticeship program.

A workforce program that brings together multiple labor market stakeholders, including education institutions and workforce intermediaries providing skills training as well as the classroom experience required for apprentices to be successful in their careers.

## The Connection with Diversity, Equity, Inclusion, and Accessibility

We are counting on you to help fill the gap of Latinx representation in registered apprenticeships within your community!

[The Department of Education reported](#) between 2010 and 2019 that 18.3%, 103,761 of 567,000 apprentices, identified as Hispanic/Latino/Latinx.

UnidosUS conducted a landscape analysis comprehensive of both a national survey and targeted focus groups with the objective of learning more about the relationship the Latinx community has with registered apprenticeship and work-based learning.

*Here is what we learned:*

- **We have an opportunity to grow.**

Only three of the 103 community-based organizations (CBOs) surveyed reported that they currently engage within some sort of Registered Apprenticeship programming.

- **Let’s bridge our knowledge gap together.**

70% of participating organizations expressed that their understanding of registered apprenticeships was unclear.

- **There is a need to connect with local employers and hiring institutions.**

Employers regularly misunderstand cultural nuances within the Latinx population, specifically within local communities. More so, there is a lack of knowledge about registered apprenticeships as a sustainable career pathway integrating DEIA principles.

- **A long-term solution will be to share opportunities more widely for program funding that will allow for staff time dedicated to registered apprenticeships.**

CBOs experience major barriers in implementation of registered apprenticeships, particularly in funding staff dedicated to building a registered apprenticeship model.

CBOs not being aware of the local resources available to them and overall funding resources available towards implementing registered apprenticeship programming is a problem.

## Strategies/Best Practices

How is UnidosUS helping the Latinx community learn about Registered Apprenticeship across the country?

- **UnidosUS is member to the DEIA Hub for Technical Assistance.**

The Hub is a central digital space for national partner organizations like UnidosUS to share resources and opportunities for technical assistance with partner CBOs across the country.

- **Hosting digital events centered around providing technical assistance and disseminating information about the benefits of registered apprenticeships.**

The UnidosUS workforce development team is committed to further connecting the UnidosUS Affiliate network toward sharing the value add of registered apprenticeships within the Latinx community nationwide.

- **Leveraging the UnidosUS national employer network, connecting local community organizations and job seekers with sustainable registered apprenticeship opportunities.**

The workforce development team has access to national employers looking to provide career pathways for the Latinx community across the U.S.

What are some resources that you can access now that will help address the lack of resources, minimal staff capacity, and provide funding avenues?

- The [Investment, Tax Credits, and Tuition Support](#) webpage has **funding information available that may provide organizations with avenues toward receiving the financial support needed** for registered apprenticeship implementation.

- The [Value of Inclusive Apprenticeships](#) webpage has tips for calculating the return on investment of inclusive apprenticeship, the steps you can take to create an apprenticeship program, resources for making that program inclusive of people with disabilities, and information about how to fund your program.

97% of human resource professionals indicated that employees with disabilities perform at the same level or better than peers without disabilities.

One study reported the three-year average turnover rate was 48% higher for team members without a disability compared to team members with disabilities.

Companies which utilized best practices of employing workers with disabilities experienced 28% higher revenue, 200% higher net income, and 30% higher profit margins.

## Call to Action

- Take the first step toward becoming part of the UnidosUS and JFF Registered Apprenticeship Network.

Fill out the [Technical Assistance Form](#) to be connected with resources and coaching assistance.

- Connect with your [Local Apprenticeship network](#) to find out more about how various stakeholders within your state are developing apprenticeship programs.
- Visit [the Hub!](#) Take some time to better understand how your [local networks](#) are involved in registered apprenticeships, and see how you can support either the development of a new registered apprenticeship or join an existing registered apprenticeship network.
- Go check out the [UnidosUS workforce development webpage!](#)

*This product was developed as a contribution to [JFF's National Innovation Hub for Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship](#). Operated by Jobs for the Future, the Innovation Hub drives change in the Registered Apprenticeship system to increase diversity, equity, inclusion, and accessibility for populations that do not yet have access to the full promise of apprenticeship.*

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## About UnidosUS

UnidosUS is a nonprofit, nonpartisan organization that serves as the nation's largest Hispanic civil rights and advocacy organization. Since 1968, we have challenged the social, economic, and political barriers that affect Latinos through our unique combination of expert research, advocacy, programs, and an [Affiliate Network](#) of nearly 300 community-based organizations across the United States and Puerto Rico. We believe in an America where economic, political, and social progress is a reality for all Latinos, and we collaborate across communities to achieve it.

For more information on UnidosUS, visit [www.unidosus.org](http://www.unidosus.org) or follow us on [Facebook](#), [Instagram](#), and [Twitter](#).