

# The Benefits of Apprenticeship for UnidosUS Employer Partners

## What is the need?

Despite notably high levels of job vacancies due to the "[Great Resignation](#)," the current job market favors individuals with four-year degrees and advanced credentials. This creates barriers for individuals who are unable to access traditional college degrees—a population that is disproportionately represented by racial and ethnic minorities and members of marginalized communities.

Registered apprenticeships **are a recognized sustainable solution to increase equitable hiring of skilled workers from diverse backgrounds.**

According to the Department of Labor between 2010 and 2019, Latinos made up only 18.3% of apprentices.\* While Latinos are overrepresented in labor-intensive sectors such as the construction industry, they continue to be historically underrepresented in all other trades across the country. Latinos are underrepresented in industries

with the highest degrees of adoption of digital technologies—professional and business services, finance and insurance, education and health services, and information and communications technology. These four industries provide jobs that are less likely to be displaced by automation. The underrepresentation of Latinos in highly digitalized industries shows the need to increase access to education and training opportunities to upskill the Latino workforce.†

## Why are Registered Apprenticeships a solution?

- **Increases opportunities for highly motivated and skilled individuals without a 4-year degree,** expanding the candidate pool for employer recruitment.
- Drives **employer recruitment to focus on skill sets** rather than creating barriers for employment rooted in education as a metric for career success.

\* U.S. Department of Labor, "Overview of United States Apprenticeship," U.S. Department of Labor, 2021, <https://www.dol.gov/sites/dolgov/files/OPA/files/20211103-apprenticeship-equity.pdf>.

† González, Nick, Diana García, Rorigo Domínguez-Villegas, and Arturo Vargas Bustamante. 2020. Latino Workers and Digitalization. Los Angeles: UCLA Latino Policy & Politics Initiative. <https://latino.ucla.edu/wp-content/uploads/2020/09/Digital-Upskilling-Report.pdf>

## Why are Registered Apprenticeships a solution?

**93%** of apprentices retain their employment after apprenticeship program completion

- The U.S. Department of Labor [estimates](#) that about 3.2 million jobs could be filled by increasing occupations that utilize apprenticeships.
- Apprenticeships provide sustainable career pathways using an “earn as you learn” model.  
Apprentices learn **on-site skills that translate into job success** and earn family sustaining wages from day one of their apprenticeship.
- By establishing a Registered Apprenticeship, **employers are demonstrating an investment in their local communities**—engaging job seekers across various sectors to support career advancement nationwide.



## Key Metrics

The workforce development team at UnidosUS conducted a review of our existing employer partnerships, and here is what we found:

- **There are 14 employers utilizing Registered Apprenticeships.**

### Top industries for Registered Apprenticeships:

1. Telecommunications/Media
2. Finance
3. Medical Professionals
4. Automotive

- **Our employer partners cited the following benefits to their organizations:**

### Local Partnerships:

Finding areas of opportunity, particularly around recruitment, with local educational institutions and non-profit organizations as a proven method for apprentice retention.

As a result of these partnerships, **employers experienced increased retention rates up to 85% resulting in a more diverse and equitable workforce.**

### Registered Apprenticeship:

Employers should work towards registering any existing apprenticeship model programs as the added credibility of being registered attracts **a larger candidate pool and encourages apprentices to strive toward a career path within the organization.**



## Strategies

What is UnidosUS doing to ensure the inclusion of the Latinx community through expanded or more inclusive apprenticeship opportunities?

- UnidosUS is a member to the [DEIA Technical Assistance Center for Excellence in Registered Apprenticeships](#): Providing **coaching and resources for employers interested in creating equitable apprenticeship opportunities**
- UnidosUS paves the way for apprenticeship recruitment and training that is inclusive of the

Latinx community by:

- **Providing connections to experienced Latinx-led and Latinx-serving community-based organizations who train diverse communities in industry-specific skills and offer pre-apprenticeship training.**
- **Facilitating technical assistance, supporting knowledge and information sharing** towards culturally-competent apprenticeship as a sustainable model for equitable hiring, sourcing, and retention.

## Key Resources

Tools & resources for learning about creating equitable Registered Apprenticeships at your company:

- Reach out to our Workforce Development team and they are happy to **support your journey towards developing your own apprenticeship program.** [Submit a Technical Assistance Request Form!](#)
- Take a moment to look through the various [Public Apprenticeship Funding Opportunities](#) offered by the Department of Labor and other government institutions to **support your investment in the future workforce.**
- Check out the [Partnership on Inclusive Apprenticeship](#) for what employers should know about inclusive apprenticeship and the Apprenticeship Guide for Business.
- Learn more about the Hub and other resources here: [JFF National Innovation Hub for Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship](#)
- Check out the complete list of **our Affiliate organizations across the country:** [UnidosUS Affiliate Organizations](#)—we're happy to connect you!
- [Calculate the return on investment](#) of inclusive apprenticeship and information about how to fund your program.

*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](#).