

UNIDOS US

STRONGER COMMUNITIES. STRONGER AMERICA.

Capstone report:

UnidosUS and JFF partnership
through the Center of Excellence for
Diversity, Equity, Inclusion, and
Accessibility in Registered
Apprenticeship

*Advancing equity and opportunity for Latino
workers through apprenticeship innovation*



Introduction

In 2021, UnidosUS took a bold step into the world of Registered Apprenticeships (RAPs), launching a strategic initiative aimed at transforming how Latino communities access and benefit from these career-building pathways. With a clear focus on equity and inclusion, UnidosUS set out to reshape traditional narratives around apprenticeships and reduce systemic barriers that have historically excluded Latino workers from these opportunities. This journey was catalyzed through a groundbreaking partnership with Jobs for the Future (JFF) via the U.S. Department of Labor-funded *Center of Excellence for Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship*.

This report reflects the milestones, strategies, and impact of this partnership, highlighting how UnidosUS has evolved into a national leader advancing equity-centered apprenticeship models tailored to the needs of Latino communities.

The beginning: A new era in workforce equity

UnidosUS's entry into the apprenticeship landscape was deliberate and mission-aligned. As a sub-recipient of a U.S. Department of Labor cooperative agreement administered by JFF, UnidosUS became a founding partner in the National Innovation Hub for DEIA in Registered Apprenticeship. This initiative signaled more than just funding; it marked a pivotal moment in the organization's workforce development strategy, emphasizing systemic change and inclusive economic advancement.

At the time, however, apprenticeship programs were largely unfamiliar to many CBOs serving Latino populations. A 2021 landscape analysis commissioned by UnidosUS revealed that only three of its nearly 300 Affiliates were engaged with RAPs. The analysis also brought to light a deeper challenge: a significant knowledge gap among both CBOs and the Latino communities they serve. Most affiliates had limited awareness of apprenticeships, were often unable to define them, or were only lightly engaged through peripheral efforts.

Additionally, within the broader Latino community, apprenticeships were often associated solely with traditional trades, such as construction or electrical work. There was little awareness of apprenticeship opportunities in emerging sectors like healthcare, advanced manufacturing, or clean energy, industries that are growing and increasingly reliant on diverse talent pipelines. This disconnect meant that many Latinos couldn't envision themselves in these high-growth fields, further reinforcing underrepresentation.

Addressing this knowledge gap—both within the Affiliate network and the community at large—became the UnidosUS WFD team's first major challenge. The team recognized that building foundational awareness and reshaping perceptions of apprenticeships was a critical first step toward inclusive participation and long-term impact.



Growth and momentum: Expanding the ecosystem

Through three years of focused technical assistance, outreach, and strategic investments, UnidosUS transformed the apprenticeship engagement landscape across its Affiliate and CBO network.

Today:



This growth represents a deliberate, phased strategy built on foundational trust-building, knowledge dissemination, and hands-on support. UnidosUS first worked to shift perceptions among Affiliates—many of whom viewed apprenticeships as inaccessible or irrelevant to the communities they served. Over time, the organization deepened technical understanding among CBOs and provided implementation assistance, helping Affiliates launch their own apprenticeship or pre-apprenticeship programs.

To manage this increasing scope, UnidosUS created dedicated two full-time roles focused solely on apprenticeship programming—an evolution from the part-time staffing model used in the program's early stages.

Shifting perceptions, deepening knowledge and influencing behavior change: A phased approach to advancing equity in apprenticeships

Phase 1: Shifting perceptions to build trust and interest

Historically, apprenticeships have been misunderstood or overlooked within many Latino communities, often perceived as limited to traditional trades or inaccessible to immigrants and first-generation job seekers. UnidosUS addressed this issue through storytelling, peer learning, and targeted outreach, reframing apprenticeships as viable, high-quality pathways to economic mobility. Through coordinated and executed efforts like regional ApprentiSession events, the narrative surrounding apprenticeships was reshaped to highlight their relevance in sectors such as healthcare, technology, and clean energy, thereby increasing interest and trust among both job seekers and service providers.

Phase 2: Deepening knowledge among community-based organizations

With perception shifts underway, UnidosUS focused on strengthening the technical knowledge of CBOs. Many organizations were eager to expand apprenticeship offerings but lacked clarity on models, structures, and implementation processes. UnidosUS delivered high-touch technical assistance, including one-on-one coaching, triage sessions, webinars, and peer exchanges, to deepen CBOs' understanding of Registered Apprenticeship Programs, pre-apprenticeship design, and sector-specific best practices. This knowledge-building phase ensured that CBOs were not only informed but also empowered to take the next step.

Phase 3: Facilitating implementation through building skills and support

The final phase prioritized readiness and action. UnidosUS supported CBOs as they began launching or scaling apprenticeship programs, offering tailored guidance on program design, curriculum alignment, and stakeholder engagement. In doing so, the initiative moved beyond education to active implementation, positioning CBOs as leaders in building equitable apprenticeship pathways within their communities.



A two-pronged strategy: National reach and regional depth

UnidosUS's approach to apprenticeship expansion was intentionally dual-pronged, balancing national awareness efforts with deep regional investments.

At the national level, UnidosUS leveraged its brand and platforms to amplify apprenticeship messaging. This included hosting webinars, participating in national convenings, and publishing culturally responsive materials that demystify apprenticeship for both CBOs and employers.

Simultaneously, UnidosUS deployed targeted strategies in three key metro regions—San Antonio, Chicago, and Los Angeles—chosen for their strong Affiliate presence, promising apprenticeship ecosystems, and established employer networks. These regions became pilot grounds for deeper interventions, culminating in signature in-person events called ApprentiSessions. These events created opportunities for cross-sector collaboration and allowed CBOs, employers, and training providers to co-design equitable apprenticeship solutions tailored to local needs.



Building capacity and infrastructure: Tools, training, and technical assistance

Recognizing that knowledge gaps were a significant barrier to CBO and employer engagement, UnidosUS prioritized the creation of foundational training materials and tools. These resources were tailored to demonstrate how apprenticeships could serve as equity-driven solutions, particularly for Latino job seekers who are often overlooked by traditional hiring pipelines.

Educational content developed through the Innovation Hub focused on:

- The benefits of pre-apprenticeships and RAPs.
- Best practices for inclusive apprenticeship design.
- Case studies highlighting Latino participation and advancement through apprenticeship.

These tools empowered CBOs to serve their clients better and equipped employers to explore apprenticeships as a means to diversify their talent pipelines and upskill their workforce.

The UnidosUS team also had to invest in building its internal capacity throughout this journey. As a newcomer to the apprenticeship space, the organization faced early challenges, including internal resistance to adopting Registered Apprenticeships as a core strategy. A pivotal asset in overcoming these hurdles was Edison Freire, a consultant engaged by JFF, who played a key role in training both past and current team members. His expertise was instrumental in supporting the delivery of technical assistance and strengthening the team's understanding of apprenticeship models. Over time, the WFD team deepened its knowledge, becoming increasingly confident in the subject matter. As the grant progressed, the team developed the skills to support Affiliates and began representing UnidosUS at national convenings, further advancing awareness and positioning the organization as a trusted voice in apprenticeship equity.

Looking ahead: Centering employers and equity



As UnidosUS's apprenticeship work matured, the WFD team centered on deepening employer engagement to unlock more pathways for Latino workers. This included:

- Collaborating directly with employers to design inclusive apprenticeship models.
- Reframing apprenticeship as a tool for both economic mobility and equitable talent development.
- Facilitating partnerships that embed skills-based hiring practices, reducing reliance on traditional credentials that often exclude diverse candidates.

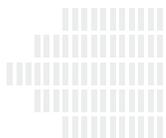
A key equity challenge remains: Latino underrepresentation in RAPs within high-growth industries such as tech, healthcare, and manufacturing. UnidosUS aimed to address these gaps by driving employer adoption, expanding outreach, and advocating for pay equity within apprenticeship programs. Data shows that Latina apprentices earn less than their male counterparts—an inequity that apprenticeship systems must address to fulfill their promise of economic advancement.



Outcomes achieved: Driving impact through national convenings and targeted technical assistance

ApprentiSessions

The team hosted in-person convenings in Chicago, Los Angeles, and San Antonio as part of the regional strategy in 2023 and 2024. These markets were identified through a national landscape analysis as having strong apprenticeship momentum, robust corporate partnerships, and an active network of UnidosUS affiliates. These cities were selected to maximize regional impact and deepen the ecosystem of stakeholders working to promote inclusive workforce development.



Engaged over 150 stakeholders across the three cities, strengthening local apprenticeship ecosystems.

Each ApprentiSession brought together a cross-sector group of stakeholders, including employers, CBOs, educational institutions, and workforce intermediaries. These convenings served as hands-on learning spaces, offering participants the tools, frameworks, and connections necessary to actively engage in and implement RAPs, with a particular focus on increasing Latino representation through skills-based hiring approaches.

These convenings also served a critical role in bridging communication gaps among local stakeholders who had previously been working in silos. By bringing together a diverse mix of actors—many of whom had never connected despite operating in the same city—the ApprentiSessions created a much-needed platform for collaboration. Attendees consistently shared in their feedback that one of the most valuable aspects of the events was the opportunity to meet potential partners and gain visibility into the broader apprenticeship ecosystem in their region. As a result, ApprentiSessions evolved into more than just technical convenings—they became dynamic hubs for relationship-building, peer learning, and ecosystem strengthening.

The success of these events and the overwhelmingly positive reception from attendees sparked interest from the U.S. DOL in replicating the ApprentiSessions model in other cities across the country. This interest underscored the events' value as a scalable approach to strengthening apprenticeship ecosystems and fostering cross-sector collaboration. The UnidosUS WFD team engaged in conversations with DOL officials to explore this opportunity. While the effort ultimately did not move forward due to limited funding, it highlighted the national potential of the ApprentiSessions as a model for inclusive, community-driven apprenticeship engagement.

Key outcomes achieved include:

Engaged over 150 stakeholders across the three cities, strengthening local apprenticeship ecosystems.

Facilitated knowledge exchange between employers and CBOs to align on the value of RAPs for diversifying talent pipelines.

Delivered targeted **training on RAP structures, equity strategies, and policy levers** to demystify the apprenticeship process and encourage adoption.

Sparked new **employer-CBO partnerships** committed to expanding or launching apprenticeship pathways in high-opportunity sectors such as clean energy, IT, and healthcare.

Collected stakeholder feedback to inform ongoing technical assistance and identify system-level barriers to Latino participation in RAPs.

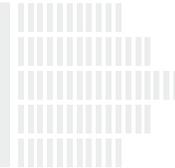
85% of attendees found the event imperative to their work and indicated that they would recommend ApprentiSessions to a colleague or peer organization.

37% of organizations in attendance noted that they were currently implementing RAPs. **100% of these organizations committed to continuing engaging** in and promoting RAPs within their communities

Targeted technical assistance

As part of our broader efforts to expand inclusive apprenticeship pathways, UnidosUS has provided **targeted technical assistance and coaching to over 30 CBOs** across the country during the grant period. This support included one-on-one coaching, triage sessions, strategic advising, and resource sharing to help Affiliates and partners design, launch, or refine their Registered Apprenticeship and Pre-Apprenticeship programs.

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Examples of impactful TA:

Project Vida (El Paso, TX):

UnidosUS worked closely with Project Vida to address technical questions related to the registration of its Community Health Worker Pre-Apprenticeship program and supported its application to the DOL's ABA2 grant. As a result of this collaboration, Project Vida was invited to share its apprenticeship model at ApprentiSessions 2.0 in San Antonio, offering peer-to-peer insights on best practices.

Originally funded through a Health Resources and Services Administration (HRSA) grant to address community health worker shortages, Project Vida transformed into a pre-apprenticeship intermediary with UnidosUS support. UnidosUS provided technical assistance as Project Vida registered their Community Health Worker Pre-Apprenticeship program and navigated the transition from a single-employer to a group-employer apprenticeship model. Their evolution illustrates how federal workforce investments can serve as launching pads for apprenticeship programming when CBOs receive appropriate technical assistance to scale impact.

Building Skills Partnership (California):

The team held a triage session with BSP, a nonprofit serving janitorial workers, many of whom are Spanish-speaking Latino immigrants, at LAX and other locations. UnidosUS provided strategic guidance to help position the organization for long-term success in advancing career pathways for its constituents.

OneStop Career and Lufthansa (Puerto Rico):

UnidosUS provided technical support to both partners participating in the Avanzando 2 Good Jobs Challenge. Lufthansa, though registered with a DOL-recognized apprenticeship program, had never enrolled apprentices. Through coaching sessions and coordination with the Office of Apprenticeship in Puerto Rico, Lufthansa successfully updated their program and curriculum and is now preparing to enroll apprentices for the first time.

SERJobs (Houston, TX):

SERJobs offers pre-apprenticeship training for seven in-demand industries, including electrician, information communications, and phlebotomy careers. Focused on serving predominantly Latino and underserved communities, SERJobs provides comprehensive workforce development services including career coaching, training, and wraparound supports. Through its engagement in apprenticeship initiatives, SERJobs has helped bridge the gap between community-based talent and industry needs, particularly in high-demand sectors like energy and healthcare.

Through these engagements, UnidosUS helped organizations navigate the often complex requirements of RAP development, build internal capacity, and align programming with community needs and workforce demand. This hands-on support continues to be a cornerstone of our systems-change work to increase Latino participation in high-quality apprenticeship opportunities.

A timeline of impact: Charting the UnidosUS apprenticeship journey

A new era

UnidosUS became a founding partner in the National Innovation Hub for DEIA in Registered Apprenticeship, marking a pivotal moment in the organization's workforce development strategy. Apprenticeship programs were largely unfamiliar to many CBOs serving Latino populations. A 2021 landscape analysis revealed that only three of UnidosUS' national network of Affiliates (approximately 300 CBOs) were involved in RAPS.

Laying the groundwork

UnidosUS launched the planning phase for its first ApprentiSessions events, identifying Chicago, Los Angeles, & San Antonio as anchor cities. These locations were selected based on strong local apprenticeship network and active Affiliate presence. The team conducted landscape analyses, engaged stakeholders, and began designing convenings that would center employer collaboration and Latino inclusion in apprenticeship pathways.

Igniting the movement

UnidosUS brought its apprenticeship equity strategy to life by convening cross-sector partners at ApprentiSessions in Chicago, Los Angeles, & San Antonio to foster regional collaboration and practical dialogue on expanding Latino participation in RAPS. UnidosUS provided hands-on technical assistance to CBOs, supporting program development through individualized coaching to build long-term capacity for inclusive apprenticeship pathways.

Sustaining momentum

UnidosUS hosted ApprentiSessions 2.0 in Chicago, Los Angeles, and San Antonio, deepening local partnerships between employers and CBOs. Technical assistance efforts expanded with one-on-one coaching to 30 CBOs and employers at varying stages of apprenticeship development. To further amplify insights from the field, UnidosUS published a series of fact sheets offering practical strategies for inclusive program design tailored to Latino apprentices.

Capturing impact

UnidosUS leveraged its efforts through the National Innovation Hub to successfully secure a DOL Apprenticeship Building America grant, positioning the organization to expand its apprenticeship impact. UnidosUS also synthesized insights from four years of work into a comprehensive capstone report and an employer-focused publication, capturing key lessons learned and promising practices for advancing Latino inclusion in apprenticeships.



From interest to implementation: Lessons learned from building CBO and employer capacity through technical assistance

Technical assistance must be tailored and accessible

Effective technical assistance is not one-size-fits-all. UnidosUS found that both national-level guidance and region-specific support were essential for helping CBOs and employers navigate the complex requirements of apprenticeship development. Providing customized support, including one-on-one coaching, triage sessions, and ongoing follow-up, was critical in advancing program readiness, particularly for Latino-serving organizations with limited prior experience in apprenticeship systems.

Employer engagement requires tools and coaching

While many employers express interest in building inclusive apprenticeship pathways, few have the internal capacity or experience to do so effectively. UnidosUS' work revealed that providing employers with practical resources—such as sample curricula, implementation frameworks, and checklists, alongside direct coaching, significantly improved their ability to adopt skills-based practices and prepare for program launch.

Strategic CBO-Employer partnerships are key to equitable access

Latino-serving CBOs play a pivotal role in bridging community talent to employer needs. Facilitating stronger connections between employers and trusted local organizations helped ensure that apprenticeship opportunities were more accessible, culturally relevant, and better aligned with the lived realities of Latino workers.

When affiliates were asked to rate the strength of their relationships with local employers as hiring partners on a 4-point scale, 27% reported having strong connections, while an equal percentage reported weak connections. This highlights an opportunity to support affiliates in strengthening weaker employer relationships and to ensure those with strong connections maximize their impact in advancing equitable hiring practices.

These partnerships not only support recruitment but also improve retention through wraparound services and career navigation support.

Place-based engagement enhances ecosystem alignment

Focusing efforts in regions with existing apprenticeship infrastructure, such as Los Angeles, Chicago, and San Antonio, allowed UnidosUS to activate local partnerships more effectively. These cities were identified through a national landscape analysis as having strong employer interest, an engaged Affiliate base, and an opportunity to influence local workforce policy. Concentrating technical assistance and convenings in these areas created a multiplier effect, deepening regional impact. By conducting focus groups with stakeholders in each region, we identified the specific barriers hindering apprenticeship success in each market. These insights informed a tailored approach for each city to combat its unique challenges and strengthen its apprenticeship ecosystem.

Peer learning accelerates adoption and innovation

Peer-to-peer convenings, such as the ApprentiSessions series, emerged as a powerful tool for field building. These events fostered dialogue between CBOs, employers, and workforce systems actors, allowing participants to share strategies, surface challenges, and co-develop solutions. Creating spaces for shared learning and relationship-building strengthened the overall capacity of the ecosystem to support Latino inclusion in RAPs. Organizations shared that these convenings eradicate their previous suspicions about forming apprenticeships. Instead of seeing it as an impossible task, attendees walked away with a better understanding of the process involved and the various stakeholders they need to collaborate with to establish RAPs in their own organizations. They found it helpful to hear from similar CBOs and other case studies showcasing the success of registered apprenticeship programs throughout the country.



Community-rooted solutions:

Lessons from CBOs advancing Latino apprenticeship pathways

As UnidosUS continues to advance equitable access to apprenticeship programs, lessons from on-the-ground partners have offered powerful insights. Interviews with CBOs like MAAC in San Diego and Project Vida in El Paso, alongside employer partner Aon, reveal practical strategies that support Latino apprentices and foster inclusive ecosystems.

Building trust through community anchors

One of the clearest lessons is the importance of community-rooted recruitment. MAAC, a long-standing nonprofit serving predominantly Latino families, recruits directly from its 17 Head Start centers. This strategy builds trust by starting with parents who are already engaged in their children's early education. Similarly, Project Vida focuses outreach efforts in public spaces like supermarkets and parks—meeting people where they are. These approaches underscore how trusted community relationships remain a powerful entry point into apprenticeship programs, especially for immigrants and Spanish-speaking populations.

Designing programs around the realities of Latino learners

Latino apprentices often balance other jobs, caregiving, and financial constraints. MAAC and Project Vida designed their programs with these realities in mind, offering evening coursework, hybrid learning models, and bilingual materials. MAAC's Early Childhood Education apprenticeship includes extensive supports: tutoring, laptops, transportation assistance, ESOL instruction, and even mental health services. Project Vida mirrors this approach through structured case management and embedded access to healthcare, legal aid, and social services. This wraparound model is critical. It not only supports retention but also signals to apprentices that their whole selves, and their challenges, are seen, respected, and supported.

Embedding personalized support structures

One-to-one guidance emerged as a recurring best practice. At Project Vida, apprentices meet regularly with a Case Management Coordinator who helps track progress, troubleshoot challenges, and connect participants to services. These personalized touchpoints help apprentices stay engaged and allow program staff to intervene early if challenges arise. MAAC similarly assigns Success Coordinators who conduct individualized development plans and frequent check-ins based on participant needs. This individualized approach not only builds confidence and accountability but fosters a sense of belonging that's essential to the success of first-generation apprentices and career switchers.

Organizational alignment is key

Launching an apprenticeship program requires more than a curriculum; it demands organizational readiness. Both MAAC and Project Vida emphasized the importance of internal alignment across departments like HR, payroll, and leadership. For example, MAAC closely integrates its apprenticeship work with departments focused on family engagement and workforce development, creating a seamless support system. Project Vida shared that adopting a new apprenticeship model is a system-wide shift, and CBOs should set clear expectations for staff and leadership alike. This level of alignment ensures that apprenticeships don't operate in silos but become embedded in the organization's core infrastructure and culture.

Centering equity and representation

Intentional inclusion was a cornerstone across all interviews. Project Vida, for example, goes beyond recruitment quotas, embedding equity in how it delivers services, communicates, and evaluates success. Similarly, Aon's apprenticeship program recruits through partnerships with community colleges and nonprofit organizations serving diverse communities. They've developed a Latino Professional Network, invested in mentorship, and built robust feedback loops through monthly surveys to improve the apprentice experience. The result is a sense of visibility and representation. Latino apprentices see themselves reflected in both the curriculum and workplace culture, which builds belonging and confidence.

Across all interviews, one message was consistent: equity in apprenticeship is not about a single initiative, it's about building intentional systems that see, support, and uplift Latino talent. Successful programs start small, remain flexible, and prioritize communication. They integrate cultural competency, personalized coaching, and organizational buy-in. And most importantly, they treat apprentices not just as learners, but as future leaders. These insights can serve as a guidepost for CBOs and employers nationwide who are committed to building inclusive, high-quality apprenticeship pathways.



Catalysts for scale: Strategic grant Investments

As we tracked our progress under this cooperative agreement, we recognized a key opportunity for growth in the pre-apprenticeship space and the broader potential to position UnidosUS as a leader in advancing equity through apprenticeships. This initiative laid the foundation for UnidosUS to deepen its expertise, build trust with stakeholders, and demonstrate the impact of culturally responsive strategies, positioning the organization to pursue and secure major federal investments aimed at long-term systems change.

The **Avanzando 2 Good Jobs Challenge Grant**, funded by the U.S. Department of Commerce, was an early investment that supported the development of sectoral partnerships integrating apprenticeships into broader workforce strategies. This experience further reinforced the value of building equity-centered, industry-responsive pathways.

Building on these foundations, UnidosUS was awarded the **Apprenticeship Building America 2 (ABA2) Grant** in July 2024. This new investment is directly fueling the expansion of pre-apprenticeships and Registered Apprenticeship Programs (RAPs) in three high-impact cities, Chicago, Phoenix, and Atlanta, where Latino talent is strong and the potential for employer engagement and community impact is high.

These strategic grants reflect not just an evolution in funding but a transformation in UnidosUS's role, one that was made possible by the groundwork laid through this initiative. The cooperative agreement served as a launching pad, deepening our institutional knowledge, strengthening relationships with Affiliates and employers, and proving the value of equity-centered apprenticeship strategies. As a result, UnidosUS is now uniquely positioned to drive lasting change in the national apprenticeship system by centering Latino communities and ensuring equity is embedded from the ground up.



Federal policy recommendations

Establish apprenticeship ecosystem development grants:

Create a dedicated DOL funding stream for intermediary organizations to host regional apprenticeship convenings modeled after the successful ApprentiSessions. The report demonstrates that these cross-sector gatherings (engaging 150+ stakeholders across three cities) generated concrete partnerships and program launches. Federal policy should support replicating this model in underserved communities nationwide.

Fund pre-apprenticeship infrastructure for CBOs:

Expand federal investment in pre-apprenticeship programs operated by CBOs. The report shows 37 CBOs now implement pre-apprenticeships as vital on-ramps for underserved jobseekers. Policy should recognize these programs as essential infrastructure, not optional add-ons, for achieving apprenticeship equity.

State and local policy recommendations

Support bilingual apprenticeship programming:

Develop state-level standards and funding for bilingual apprenticeship instruction, recognizing that language accessibility is fundamental to Latino participation. The report highlights successful programs like MAAC and Project Vida that embed ESOL instruction and bilingual materials into their models.

Establish community-based apprenticeship intermediaries:

State policy should formally recognize and fund community-based organizations as apprenticeship intermediaries. The report shows CBOs provide essential cultural competency, wraparound services, and community trust that traditional workforce systems often lack.

UnidosUS publications

2024 Fact sheets

- [Document for employers: Expanding opportunities for the Latino community](#). | [UnidosUS](#)
- [Spotlight on Latino inclusion in apprenticeships](#) | [UnidosUS](#)

2023 Fact sheets

- [Taking your first step supporting job seekers through Registered Apprenticeship: A guide for community based organizations](#) | [UnidosUS](#)
- [The benefits of apprenticeship for UnidosUS employer partners](#) | [UnidosUS](#)

Blog series

- [Apprenticeships 101 series: Understanding their potential for Latino equity in the workforce](#) | [UnidosUS](#)
- [Apprenticeships 101 blog series: Affiliates taking the first steps \(unidosus.org\)](#)
- [Apprenticeships 101 blog series: Affiliates taking the first steps Part 2](#) | [UnidosUS](#)