

Equitable Access to Apprenticeship



San Diego-Imperial Regional Consortium
Apprenticeship Workshop #5
June 6, 2023

Please Introduce Yourself in the Chat

- Name
- College
- Role / Job Title
- A question or issue you hope to explore today



Presenters

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We convene partnerships to open doors to equitable, inclusive employment opportunities and career advancement.



Apprenticeship Workshop Series

Workshop #1 (February 6): Considering Apprenticeship & Other Career Training Experiences

Workshop #2 (March 6): Nuts and Bolts of Apprenticeship Program Planning and Design

Workshop #3 (April 3): Nuts and Bolts of Apprenticeship Program Management

Workshop #4 (May 1): Workshopping LEA Apprenticeship Issues

Workshop #5 (June 6): Equitable Access to Apprenticeship



Workshop #5 Objectives

- Establish reasons for focusing on equity in apprenticeship
- Get familiar with the Equitable Apprenticeship Toolkit and other resources
- Explore the role of the community college in identifying and addressing equity issues in apprenticeship
- Identify possible barriers to students' equitable access and success in apprenticeship and ways to address them



Why equitable apprenticeship?

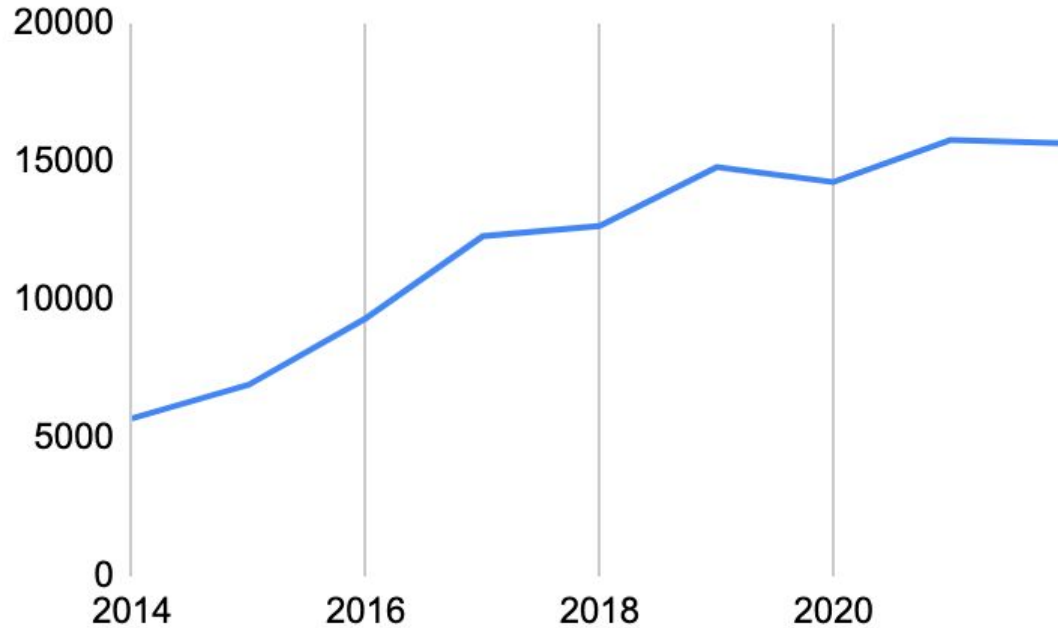
Context in California

- California's ambitious goal: 500,000 active apprentices by 2029
 - Apprenticeship could open doors for a more diverse workforce to achieve financial security
- Post-pandemic economic recovery, upskilling and re-employment
 - Equitable distribution of training and employment opportunity
 - Address current pandemic impact and historic marginalization of California populations that are, in fact, the workforce of the future



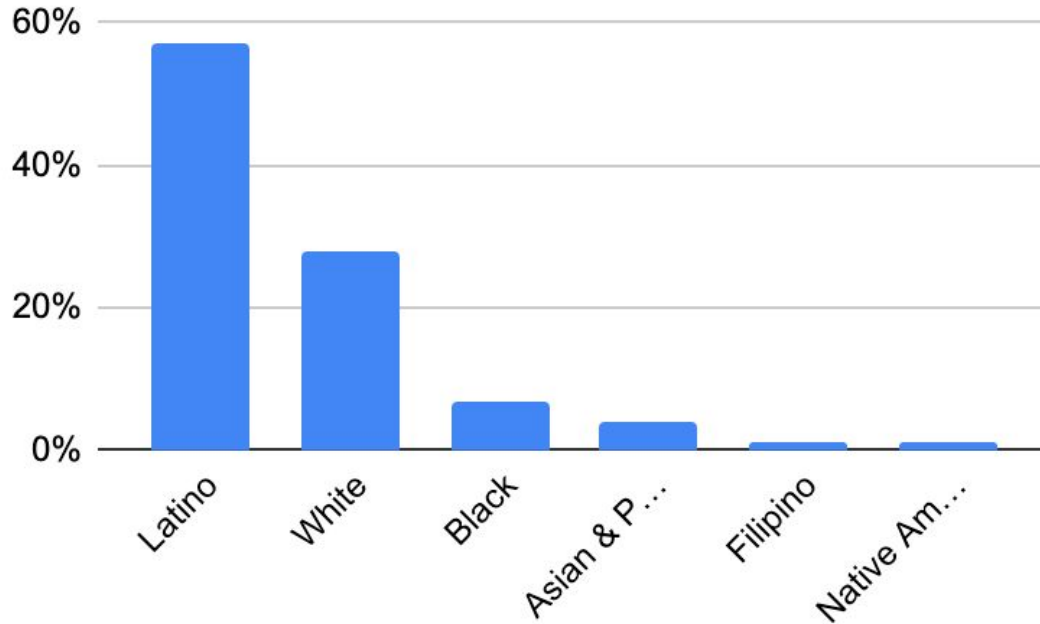
Apprenticeship Completions in California

Apprentice Completions by Year, 2014-2022

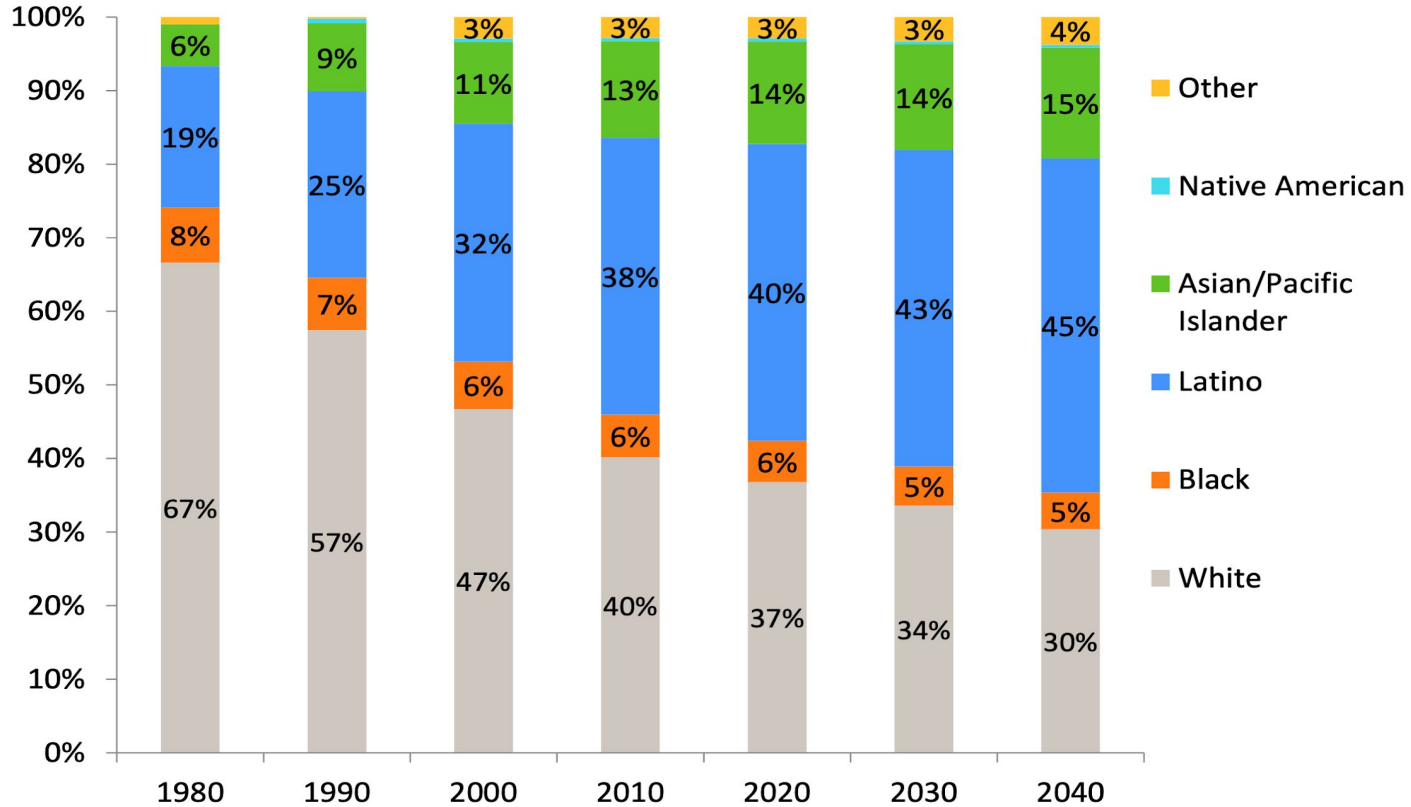


Apprenticeship Participation in California

Active Apprentices by Race, May 2023



Changing Demographics, California, 1980-2040



Pastor, Manuel. "Looking Forward: Demographic Change, Economic Shifts, and the Next California", presentation at California Adult Education Summit, November 02, 2016



How can California achieve equity in apprenticeship?

- Address the barriers - both immediate and historical - that may impede pre-apprenticeship or apprenticeship access, acceptance, and an apprentice's integration and growth in the industry
- Apply an equity lens to program planning, design, staffing, outreach, delivery, evaluation, improvement... Not a one-time activity!
- Respond to barriers *with intentionality* to achieve a "level playing field"



How the Equitable Apprenticeship Toolkit Came to Be

- Survey (October 2020): 57 responses from pre-apprenticeship and apprenticeship programs across CA
- Peer Learning Circles (December 2020): 4 with invited survey respondents, 2 with current California Apprenticeship Initiative pre-apprenticeship and apprenticeship grantees

OUTCOME:

a snapshot of issues, opportunities, and collective interest in growing the field of equitable apprenticeship





**GROW
APPRENTICESHIP
CALIFORNIA**

POWERED BY THE
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The James Irvine
Foundation



**HIGH
ROAD
ALLIANCE**
equitable career pathways

Building and Growing Apprenticeship with Equity in Mind

An Equitable Apprenticeships Toolkit
September 2021

Prepared for
Foundation for California Community Colleges

Prepared by
Jennie Mollica and Peter Simon
HIGH ROAD ALLIANCE

Tools for *Intentionally*
Keeping Equity Front and
Center in Apprenticeship
Programs

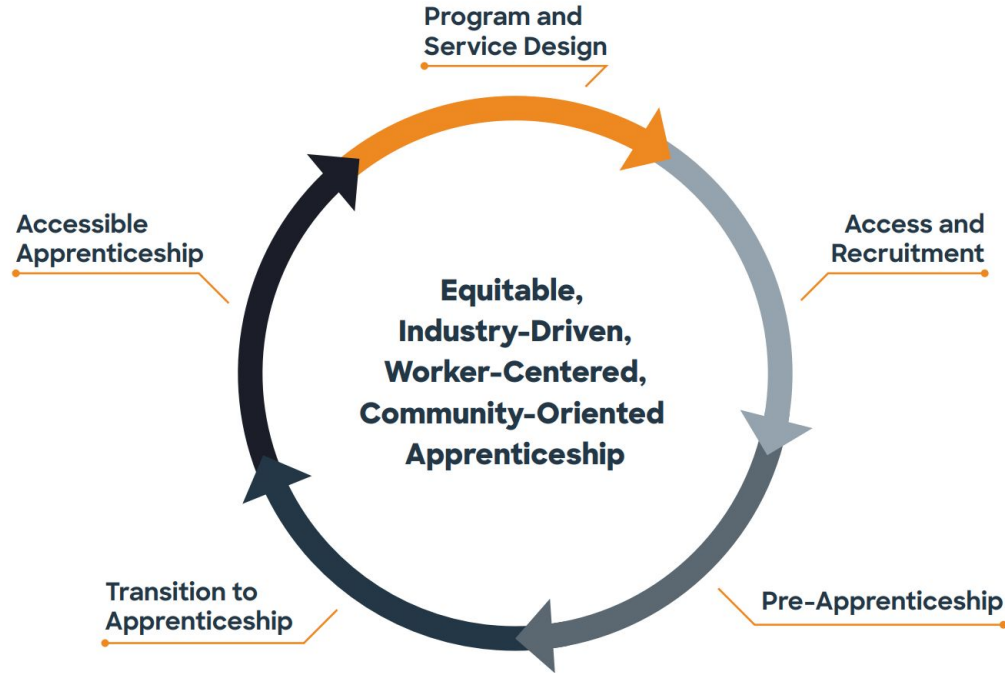


*Equity in
apprenticeship
must not be an
afterthought*

- Get clear on possible barriers to equity
- Set equity goals
- Let goals drive design
- Apply an equity lens to every step of design, delivery, and improvement



Equitable Apprenticeship Framework



The Equitable Apprenticeship Toolkit's 14 Tools

Information Gathering Tools	Action Planning Tools
<ol style="list-style-type: none">1. Community Demographics and Skills2. Occupation Demographics and Skills3. Industry Employment Requirements4. Apprenticeship Training Entry Requirements5. Potential Apprentices' Goals, Interests, and Challenges6. Conditions for Equity-Focused Change	<ol style="list-style-type: none">1. Defining the Goals of Your Equitable Apprenticeship Partnership2. Securing Partnerships3. Making Apprenticeship Entry Accessible4. Designing a Pre-Apprenticeship Program5. Removing Barriers and Supporting Transition to Apprenticeship6. Making Apprenticeship Classroom and On-the-Job Training Accessible7. Providing Support During Apprenticeship Training8. Keeping Equity Front and Center

What is the role of the community college in equitable apprenticeship programs?

Small Group Discussions & Sticky Notes

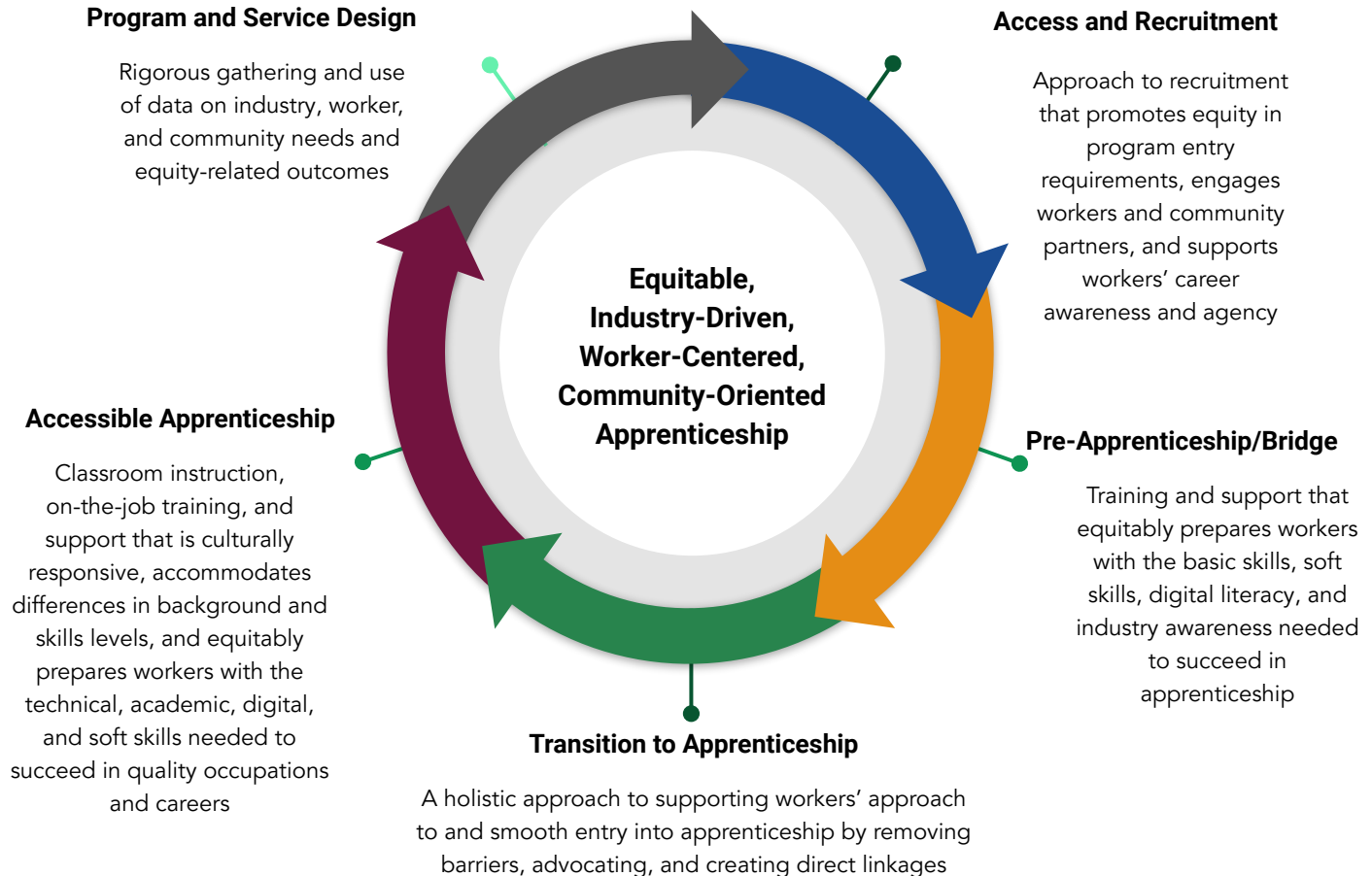
1. From where you sit now, how might the college have a role in identifying equity issues in a new or existing apprenticeship program?
2. How might the college have a role in addressing those issues?
3. What is unclear to you about those roles?

https://jamboard.google.com/d/10u0FXkKpVyYaH_ZBrSvcNvCBanhYNp_P6465owKaqSk/edit?usp=sharing

What are the community college LEA's areas of influence re: equity?

- Direct: influence over pre-apprenticeship and apprenticeship instruction and student supports
- Indirect: voice in the apprenticeship team's design and implementation process





Small Group Discussions:

Imagine that you represent a community college LEA on a team that is building a new apprenticeship program.

I want our apprentices to better reflect our community demographics...

Maybe we could adapt our entry requirements?



Do we need a pre-apprenticeship?

What if we changed how we deliver the apprenticeship?

For each Framework element, what roles will you play to keep equity front and center?

What are possible barriers to equity?

What are strategies to address them?

Identifying Potential Barriers to Access & Success

- Community Demographics and Skills
- Occupation Demographics and Skills
- Industry Employment Requirements
- Apprenticeship Training Entry Requirements
- Potential Apprentices' Goals, Interests, and Challenges
- Conditions for Equity-Focused Change



Program and Service Design

- Listen and bring out employers' concerns about equity (hiring need, internal equity goals, external pressures...)
- Provide available data, and propose to track down additional data
- Name the barriers you see to equity in the program
- Help the team define equity goals
- Participate in collaborative problem solving to devise solutions



Access and Recruitment

- Engage counselors, DSPS, Veterans' Center, adult education, affinity groups, HSI/AANIPISI, etc. in reaching current community college students
- Join employers and unions in recruitment of incumbent workers in the industry
- Review apprenticeship entry requirements for possible barriers to entry - and advocate for adjustments
- Provide assistance with the application/exam process
- ID ways to provide concurrent training or support



Pre-Apprenticeship

- Be part of the process to decide if pre-apprenticeship is a possible (or the best) way to address barriers
- Integrate basic skills, ESL, digital literacy, job readiness, or GED support for apprenticeship readiness
- Build in tutoring, mentoring, student support services, and financial support
- Facilitate pre-apprentices' sense of belonging and inclusion in the classroom and in the industry



Transition to Apprenticeship

- Integrate first-year apprenticeship content in pre-apprenticeship or other college course
- Establish pre-apprenticeship – or other career education program – direct linkage to apprenticeship (advanced standing in apprenticeship, credit, priority interview)
- Offer alternatives for students who do not initially pass apprenticeship entry exam or requirements
- Offer credit for prior learning related to apprenticeship



Accessible Apprenticeship

- Integrate basic math or English, ESL, digital literacy, job readiness, or GED preparation into apprenticeship instruction
- Build in tutoring, mentoring, student support services, and financial support
- Facilitate apprentices' sense of belonging and inclusion in the classroom and in the industry
- Analyze apprentice retention and success data to understand areas for improvement



How will *you* have a voice in
equitable apprenticeship?

Discussion

1. In the context of a current or future apprenticeship program, in what ways do you imagine identifying or addressing equity issues?
2. How could one or more of the tools in the Toolkit help the team to move forward, or help to define your role in this?

Resources

- Regional Consortium [Apprenticeship Page](#)
- Google Drive Folder: [Apprenticeship Resources](#)
- Glossary of Work-based Learning Elements
- Glossary of Apprenticeship-related Terms and Acronyms



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