

JFF's Focus on Diversity, Equity, and Inclusion in Apprenticeship

DEPARTMENT OF LABOR

Apprenticeship Expansion and Modernization Fund

Expanding apprenticeship for opportunity youth

Partnering with workforce boards and community-based organizations that largely serve racial and ethnic minorities

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Youth Apprenticeship Intermediary

Expanding apprenticeship for in-school youth

Equity strategies needed with schools and employers, including two EEO courses available online

Partnership to Advance Youth Apprenticeship – equity is a core principle

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IDEA-M

New federal contract to expand Registered Apprenticeship in manufacturing

Seek to enroll 50% of apprentices from underrepresented populations, with a focus on people of color and women

Completed Projects

Equity in Apprenticeship Partner contract (DOL)

Convened employers to advance strategies for equity in apprenticeship

GOAL partner to expand access to Spanish speakers



Race in Apprenticeship

Apprenticeship is often touted for its strong outcomes.

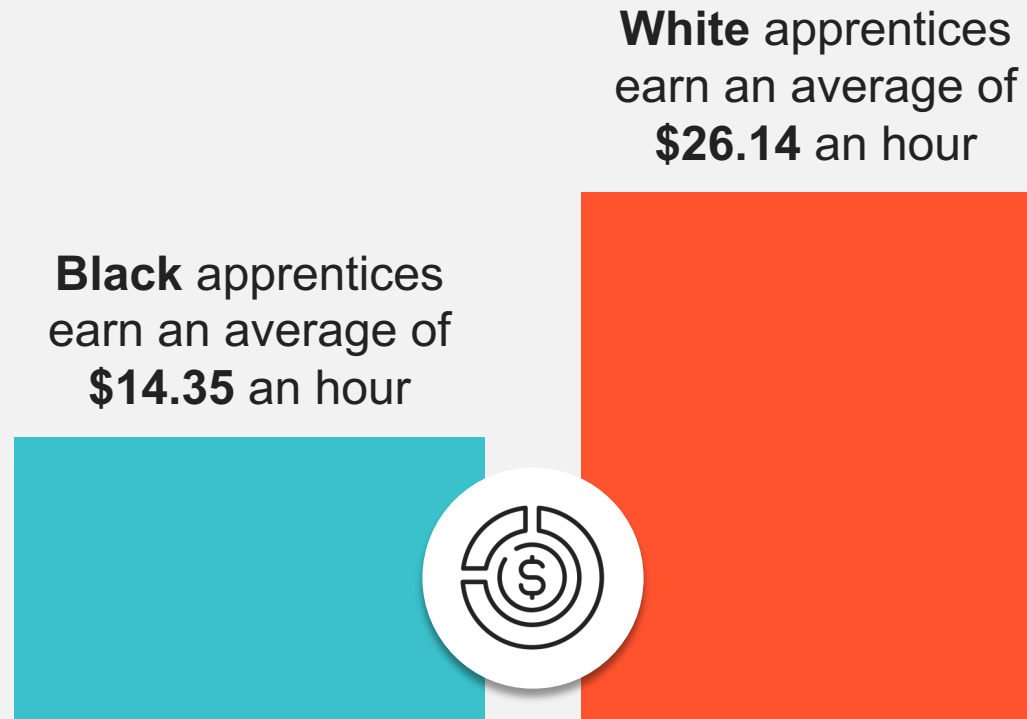
The data suggest Registered Apprenticeship programs see prominent economic disparities in results.

“Many **women and people of color** face low enrollment rates within these programs and are concentrated in lower-paying occupations.”



Wages

By program completion...



Source: Angela Hanks, Annie McGrew, and Daniella Zessoules, "The Apprenticeship Wage and Participation Gap" (Washington: Center for American Progress, 2018), available at <https://www.americanprogress.org/issues/economy/reports/2018/07/11/453321/apprenticeship-wage-participation-gap/>.

Exit Wages by Race/Ethnicity 2008-2017



Source: Angela Hanks, Annie McGrew, and Daniella Zessoules, "The Apprenticeship Wage and Participation Gap" (Washington: Center for American Progress, 2018), available at <https://www.americanprogress.org/issues/economy/reports/2018/07/11/453321/apprenticeship-wage-participation-gap>. Authors' calculations of fiscal year 2008 to fiscal year 2017 data from the U.S. Department of Labor, "Registered Apprenticeship Partners Information Data System (RAPIDS)," data on file with authors.

Intersection With Gender

Women are less likely to participate in RA (about 7.3%).

The smaller wage gap between Black women and Black men is only due to Black men's low earnings.

Black, white, and Hispanic women make the least among women, and Black men make the least among men.