

An Equitable Apprenticeships Toolkit

Building and Growing Apprenticeship with Equity in Mind

[Direct link to full pdf of tool kit](#)

All worksheets are available via word version on [reports page](#).

What is an Equitable Apprenticeship?

Equitable apprenticeship programs 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.

- Barriers addressed include: required levels of basic skills (such as English or math), a high school diploma or equivalent, or readiness for postsecondary level technical instruction, as well as limited awareness of specific occupations or industries or a criminal record.
- Additional barriers are the need for transportation, childcare, healthcare, or other essential supports; physical access barriers, such as non-Americans with Disabilities Act (ADA) compliant workspaces; the need for income during training; and unconscious or overt bias encountered in recruitment, in hiring, or on the job.

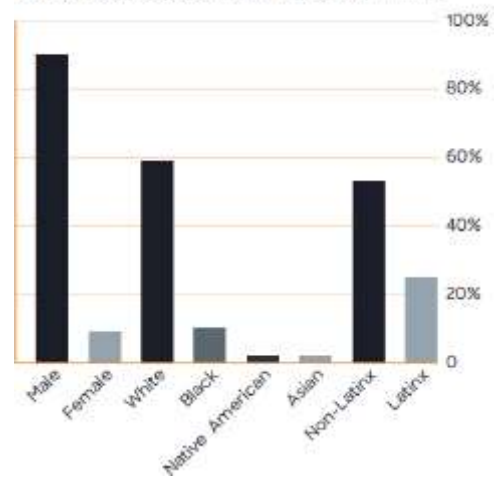
Equitable apprenticeship responds to these barriers through program development and implementation to achieve the “level playing field” of equity.

What is in the toolkit?

Tool kit is a living document – our feedback is welcomed. There are two major components to the toolkit:

1. Information Gathering Tools
 - 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
2. Action Planning tools
 - Defining the Goals of Your Equitable Apprenticeship Team
 - Securing Partnerships
 - Making Apprenticeship Entry Accessible
 - Designing a Pre-apprenticeship Program
 - Removing Barriers and Supporting Transition to Apprenticeship
 - Making Apprenticeship Classroom and On-the-Job Training Accessible
 - Providing Support During Pre-apprenticeship and Apprenticeship Training
 - Keeping Equity Front and Center

Active Apprenticeships in the U.S. (FY 2020)²



EQUITABLE APPRENTICESHIP FRAMEWORK



Five Elements to the Equitable Apprenticeship Framework:

Peer learning circles informed the framework of the tool kit

1. Program and Service Design
2. Access and Recruitment
3. Pre-Apprenticeship
4. Transition to Apprenticeship
5. Accessible Apprenticeship

Additional Resources:

[Grow Apprenticeship CA](#)
[Grow Apprenticeship CA LinkedIn](#)