



# Designing Youth Apprenticeships for DEIA: Webinar Recap and Resources

On September 26, 2023, Jobs for the Future (JFF), in partnership with the Partnership to Advance Youth Apprenticeship (PAYA), hosted a policy webinar called “Designing Youth Apprenticeship for DEIA: A Review of the Data and Recommendations for the Future” to highlight the continued importance of integrating diversity, equity, inclusion, and accessibility (DEIA) practices into youth apprenticeship frameworks.

Myriam Sullivan, a senior director in JFF’s [Center for Apprenticeship & Work-Based Learning](#), and Meagan Pollock, founder of [Engineer Inclusion](#), a consultancy that helps employers build more equitable organizations, led the conversation, which provided a road map for how youth apprenticeship could serve as a driver of equity and diversity in the U.S. workforce.

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## Webinar Synopsis

Presenting the findings of a [JFF report](#) analyzing the Registered Apprenticeship Partners Information Data System (RAPIDS), Sullivan identified [long-term demographic trends](#) among participants in youth apprenticeships (defined as both Registered Apprenticeship programs and non-registered programs that serve young people between the ages of 16 and 24), noting that the data reveals significant racial and gender disparities in participation in occupational pathways and STEM training programs. Pollock then pointed out that these insights reveal how important it is to develop structured, actionable strategies for mitigating occupational segregation and wage gaps, saying program providers could address those problems by focusing on inclusive program design and offering targeted support to participants.

Here’s a rundown of some of the key takeaways:



Despite a notable 113% increase in participation in youth apprenticeship programs from 2010 to 2020, there are still inequities in access to apprenticeship and outcomes, specifically exit wages, for people of color and women of all backgrounds.



There’s been an increase in interest in STEM apprenticeships—a potential sign of the impact of broader efforts to diversify talent pipelines and career pathways for science, technology, engineering, and math fields.



According to the federal data, efforts to boost participation in youth apprenticeship among members of populations that have long been underrepresented in quality jobs, including Black, Hispanic, and Indigenous people and women of all backgrounds, have not yet yielded substantial improvements in outcomes.



Male apprentices tend to see more significant increases in their wages upon completion of their programs than their female counterparts. The federal data also shows that white apprentices generally earn higher exit wages than their Black and Hispanic peers.



Continued increases in the number of young people and women participating in apprenticeship programs, along with a sustained emphasis on integrating DEIA policies and practices into the design of apprenticeship programs, could play an important role in diversifying the STEM workforce.



Providers can help reduce racial and gender gaps in youth apprenticeship participation rates and outcomes by adopting improved data collection processes, embracing equitable program design, and offering targeted supports to apprentices who may face challenges that limit their ability to participate in programs.



## Watch a Recording of the Webinar

These JFF and PAYA resources will help you turn these ideas into action:

### Briefs

- [JFF's Program Design Framework for DEIA in Registered Apprenticeship](#)
- [The Current State of Diversity and Equity in U.S. Apprenticeships for Young People](#)
- [PAYA Youth Apprenticeship Program Quality Assessment Tool](#)

### Report

- [Improving Youth Apprenticeship Data Quality](#)

### Resource

- [PAYA Guiding Principles](#)

### Toolkit

- [Equity in Youth Apprenticeship Programs](#)

### Webinar

- [Racial Equity and Inclusion in Tech: Can Apprenticeships Help Change Hiring Practices?](#)

And here are resources and tools from Engineer Inclusion that can help you build equity and inclusion into apprenticeship programs:

### Tools

- [How to DRIVE Change Framework](#): A step-by-step approach to implementing measurable and impactful change.
- [Interlocking 4-I Model](#): A comprehensive model addressing systemic issues across four levels: ideological, institutional, interpersonal, and internalized.
- [Root Cause Analysis for Nontraditional CTE Pathways](#)

### Resources

- [How to Practice Systems Thinking for Systemic Change](#)
- [Best Practices for Recruiting Students Into Nontraditional STEM and CTE Programs and Pathways](#)
- [Training Courses](#)
- [How to Plan Feedback \(by Prioritizing Inclusion\)](#)

### Recording

- [Conduct a Comprehensive Data Review \[Tutorial\]](#)

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JFF produced this workforce resource in partnership with PAYA and Engineer Inclusion.

Led by New America, the Partnership to Advance Youth Apprenticeship (PAYA) is a multi-year, multi-stakeholder initiative that aims to assist innovative organizations around the country in developing robust youth apprenticeship programs that are scaled and replicated to serve students, employers and communities alike. PAYA is comprised of seven National Partner organizations: Advance CTE, CareerWise Colorado, Charleston Regional Youth Apprenticeship, Education Strategy Group, Jobs for the Future (JFF), the National Alliance for Partnerships in Equity, and the National Governors Association. PAYA is supported by funding from the Annie E. Casey Foundation, Bill & Melinda Gates Foundation, Bloomberg Philanthropies, Carnegie Corporation of New York, JPMorgan Chase & Co., Ralph C. Wilson, Jr. Foundation, Siemens Foundation, Smidt Foundation, and the Walton Family Foundation.

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