



ADVANCING DEIA THROUGH REGISTERED APPRENTICESHIP

DirectEmployers Association
DEIA Webinar Series

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Support Participant Success With Robust and Responsive Retention Services

Apprentices will not fully access the value and opportunity of an apprenticeship unless they can complete their training. Employers, RA sponsors, and those designing programs should invest in removing barriers to completion to ensure all apprentices can successfully complete.

The following are tactics for designing programs that help all apprentices fully engage with their training and support completion:

- Meet regularly with apprentices to discuss their needs, and work with them to develop individualized plans and make connections to services and partners as needed.
- Remove financial barriers to participation by covering the costs of uniforms, training materials, testing fees, equipment, and other costs.
- Provide services and support through partnerships and robust referral networks that can help provide resources such as transportation, housing, food access, and mental health services.
- Use public workforce funding, including Supplemental Nutrition Assistance Program (SNAP) Employment and Training and Workforce Investment Opportunity Act dollars, to increase access to training and expand services and supports for apprentices.
- Connect apprentices to navigators and mentors who can help them access services and troubleshoot challenges during training. This could include providing technical or employability skill building, wraparound services, and assistance in navigating the workplace.
- Introduce apprentices to employers, community partners, and other stakeholders to build their professional networks (social capital).



RETENTION PARTNERSHIP CONSIDERATIONS

Collaborate with community-based organizations, service agencies, workforce and education partners, and others to identify resources to support apprentices. Work with partners to determine which organization is best positioned to provide resources, and employ apprentice navigators and mentors to connect participants to needed services.

PARTNERSHIP HIGHLIGHT: Partnering with a local non-profit organization that supports workers with resources is one way employers can support their Apprentices. One example is, United Way, an organization that focuses on improving the lives of individuals and families in the community by addressing various social and economic challenges.

Employers can partner with non-profits like United Way to support their workers in several ways:

- **Resource Referrals:** Employers can refer workers to United Way's network of partner agencies and organizations for assistance with housing, healthcare, childcare, and other essential needs.
- **Share the 2-1-1 Resource Hotline with employees.** United Way 2-1-1 provides a database of thousands of non-profits throughout the region. If you are in need of assistance, search the online directory for resources near you or call the hotline today.

By partnering with non-profits like United Way, employers can enhance their support for workers and contribute to the overall well-being and prosperity of the community.

RETENTION RESOURCES

- [9 Ways to Set Your Apprentices Up for Success](#)
- [Improving Apprenticeship Completion Rates](#)
- [JFF Mentorship Course](#)
- [Mentoring Matters: The Role of Mentoring in Registered Apprenticeship Programs for Youth](#)
- [SNAP Employment and Training](#)

TECHNICAL ASSISTANCE

FREE Technical Assistance is provided by Jobs for the Future through the JFF National Innovation Hub for DEIA in Registered Apprenticeship, a DOL Technical Assistance Center of Excellence.

Please schedule your coaching session today!

Contact jjohnson@jff.org to schedule your session.