



**Building a  
Future  
That Works**

# **Organizational Readiness: Preparing for Equitable and Accessible Registered Apprenticeship Programs**

**Presented By  
JFF's National Innovation Hub for Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship  
With Special Guest John Deere**



Introductions



DEIA in RA Center of Excellence



Setting the Foundation, Importance of Organizational Readiness



Fireside Chat with Joshua Johnson and David Ottavianelli



Closing

# Goals and Objectives

## Goal

- **Facilitate Actionable Insights:** The goal of this webinar session is to equip participants with actionable insights and practical steps they can take to enhance their organization's readiness for implementing equitable and accessible Registered Apprenticeship Programs. By the end of the session, attendees should feel empowered to initiate or improve RAP initiatives within their companies, fostering a more inclusive and diverse workforce.

## Objective

- **Educate Participants on Organizational Readiness:** Provide participants with a comprehensive understanding of the concept of organizational readiness in the context of implementing equitable and accessible Registered Apprenticeship Programs (RAPs). This includes exploring the necessary policies, practices, and cultural shifts within a company to support the successful design and execution of such programs.

## Objective

- **Highlight Best Practices and Strategies:** Share best practices and strategies for enhancing organizational readiness for RAPs, covering a range of areas including recruitment, hiring, leadership development, and workplace inclusivity. Through case studies and expert insights, participants will gain actionable insights to apply within their own organizations.

## Organizational Conditions to Support Success

Employer Structure



Leadership and staff diversity



Employer Readiness



Recruitment



Accessible and  
representative instruction



Quality Mentorship



Retention Services



Livable wages & advancement  
opportunities



Participant voice &  
culture of belonging



Equitable data practices



Partnerships

External Organizations



## Employer Readiness

Employer readiness refers to the commitment, culture, and capacity needed to drive organizational change. Employers should prioritize these practices, and developers of Registered Apprenticeship programs should look for them in employer partners. Employers who invest in readiness help ensure their work environments fully support the success of all employees, including apprentices.





## Leadership and Staff Diversity



To make progress on DEIA efforts, an employer's culture should value diversity, equity, inclusion, and access across all levels of staffing and leadership. Hiring employees from diverse backgrounds, building leadership teams that reflect the community, providing equitable access to advancement for every employee, and investing capacity and resources into building DEIA practices and training supports the long-term organizational success of a wide range of apprentices.

David Ottavianelli

John Deere, Director

Workforce and Community Development



**JOHN DEERE**





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