

APPRENTICESHIP ILLINOIS DIVERSITY, EQUITY, AND INCLUSION



ILLINOIS
WORKFORCE
INNOVATION
BOARD



Candace Dickerson, NIU



NORTHERN ILLINOIS UNIVERSITY

Center for
Governmental Studies

Outreach, Engagement, and Regional Development



Illinois
Department of Commerce
& Economic Opportunity
OFFICE OF EMPLOYMENT & TRAINING
JB Pritzker, Governor



MEET YOUR PRESENTER



CANDACE DICKERSON

Workforce Development Program Manager
NIU Center for Governmental Studies

WHAT ARE WE GOING TO COVER TODAY?

- NOFO Targeted Populations
- Diversity, Equity, and Inclusion in Illinois Workforce Plans
- What is Diversity, Equity, and Inclusion?
- Why is Diversity, Equity, and Inclusion necessary?
- How can you incorporate DEI into your work plans?
- What are some resources for Diversity, Equity and Inclusion?

APPRENTICESHIP NOFO WEBSITE

Bookmark This Page!

<https://www.illinoisworknet.com/apprenticeshipnofo2021>



APPRENTICESHIP 2021 NOTICE OF FUNDING OPPORTUNITY

Background

In June 2021, Illinois received a *State Apprenticeship Expansion, Equity and Innovation Grant* for approximately \$6 million from the U.S. Department of Labor (USDOL) to develop, modernize and diversify Registered Apprenticeships in Illinois. The objective of this Notice of Funding Opportunity (NOFO) is to diversify apprenticeship programs and find innovative ways of employing the apprenticeship model to meet the needs of businesses, resulting in a total of 750 new registered apprenticeship programs by the end of 2024. It is Illinois' goal to use this NOFO to increase apprenticeship opportunities for historically underrepresented populations, including but not limited to: individuals with disabilities; youth from underserved communities; older workers; returning citizens from incarceration; and workers in jobs that have been severely impacted by COVID, such as the Arts, Entertainment, Recreation and Hospitality industries. This NOFO supports the Governor's priority of expanding apprenticeship opportunities in Illinois.



Read the [Department of Commerce and Economic Opportunity's \(DCEO\) press release](#) about this funding opportunity.
 For more information about Apprenticeships in Illinois, visit [Apprenticeshipillinois.com](https://www.apprenticeshipillinois.com).
 For information on previous Apprenticeship funding opportunities, visit [this page](#).

Program Design

The Apprenticeship Expansion Program design is centered on supporting businesses and individuals. Expanding apprenticeships helps businesses with their current and future workforce needs as well as individuals with a career pathway, which includes work-based learning. Commerce will accept proposals that expand registered apprenticeships in Illinois. This may include projects that serve youth, adults, displaced workers, and/or incumbent workers that are eligible under the

NOFO Materials

- 2021 Apprenticeship Expansion NOFO
- [ATTACHMENT I. EXECUTIVE SUMMARY](#)
- [ATTACHMENT II. PROJECT IMPLEMENTATION PLAN](#)

TARGETED POPULATIONS

- Low-income individuals
- Returning citizens (previously incarcerated)
- Homeless individuals
- Justice involved youth
- Youth who are in the foster care system or have aged out of the foster care system
- Individuals who are English language learners
- Individuals who have low levels of literacy, and
- Individuals facing substantial cultural barriers

TARGETED POPULATIONS

- Eligible migrant and seasonal farmworkers
- Single parents (including single pregnant women)
- Long-term unemployed individuals
- Older workers
- Individuals with disabilities
- LGBTQ individuals
- Minorities that are under-represented in registered apprenticeships in Illinois

DEI IN ILLINOIS WORKFORCE PLANS

- Governor J.B. Pritzker's Executive Order #3
 - Governor Pritzker recognized that there is a significant gap for underrepresented populations in recruitment, retention, and successful completion of registered apprenticeships.
 - On January 6, 2019, Governor J.B. Pritzker issued Executive Order #3 directing state agencies to review current practices and recommend alignment of resources that serve disenfranchised populations.
 - Action areas and strategies to address workforce equity gaps were discussed in the 2019 Action Agenda for Workforce Development and Job Creation and in the states 2020-2024 Economic Plan for Illinois

DEI IN ILLINOIS WORKFORCE PLANS

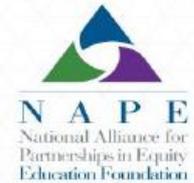
- DCEO Notice of Funding Opportunity (NOFO) Apprenticeship Expansion Program
 - The Department of Commerce and Economic Opportunity has embraced that **Diversity, Equity, and Inclusion** (DEI) efforts are the pillars on which a just outcome must rest for all its programs and residents.
 - In alignment with the governor's executive order, the NOFO emphasizes Diversity, Equity, and Inclusion.
 - DEI, **Diversity, Equity, and Inclusion** are mentioned over 130 times throughout the NOFO.
 - NOFO applications that serve targeted populations be given priority in the merit review process (page 7 of NOFO)

WHAT IS DEI?

- **Diversity, Equity, and Inclusion** are used interchangeably but they have different meanings
 - **Diversity** includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another - race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.
 - **Equity** is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
 - **Inclusion** is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

WHAT IS DEI?

Equity is when every student has what they need to succeed.



National Alliance For Partnerships In Equity | www.napequity.org
DESIGN BASED ON ILLUSTRATION BY AUDREY AND AUBREY SELDEN

© NAPE EF 2020

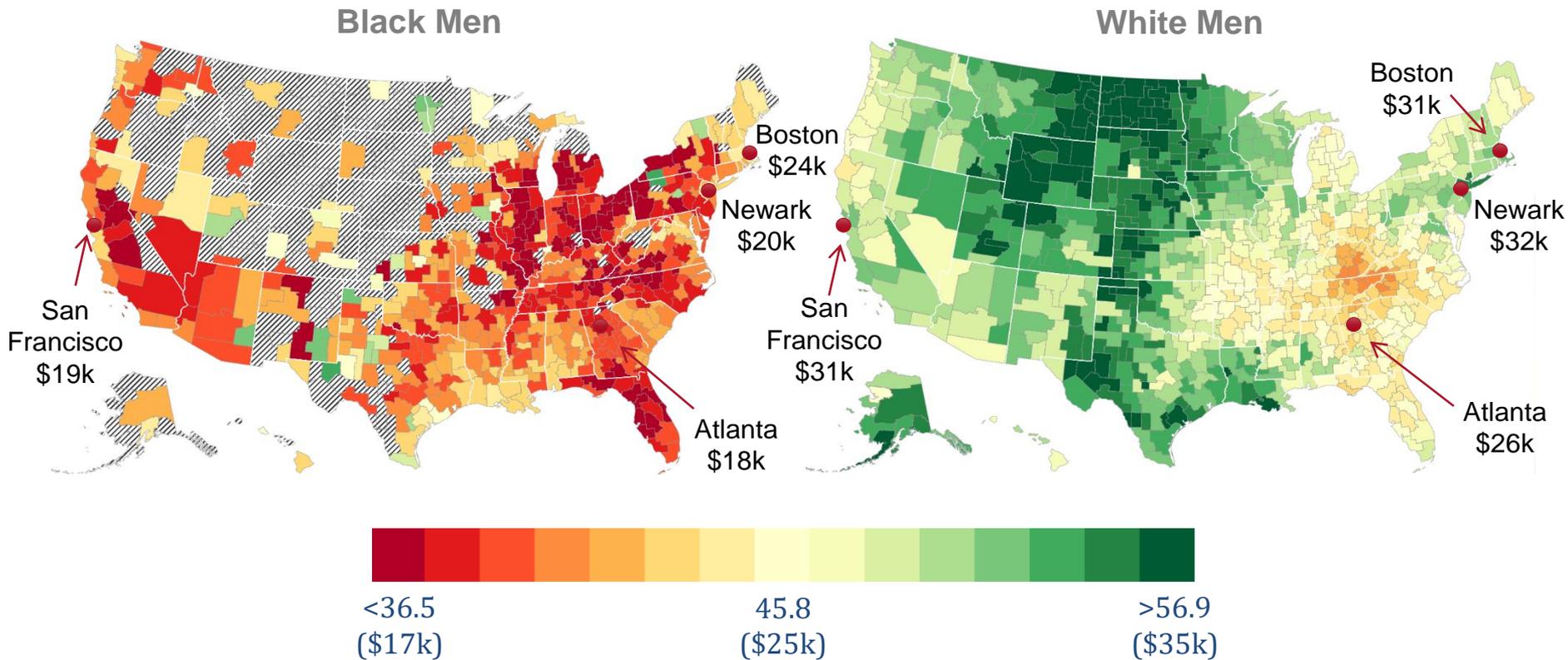
WHY IS DEI NECESSARY?

- The environment in which one grows up greatly impacts success: childhood environment is an important driver of black-white income gaps
 - But the environmental factors that matter differ by race
 - Neighborhood effects cannot be reduced to a common set of factors that affect both black and white boys
 - Black boys do well in neighborhoods with good resources (low poverty rates) and good race-specific factors (high father presence, less racial bias)
- The problem is that people don't get to choose the neighborhood they grow up in

OPPORTUNITY INSIGHTS

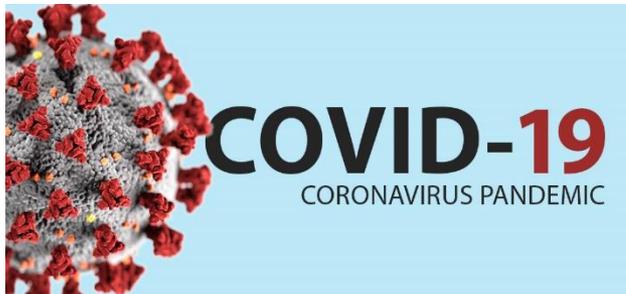
RACE AND ECONOMIC OPPORTUNITY IN THE UNITED STATES: AN INTERGENERATIONAL PERSPECTIVE

Two Americas: The Geography of Upward Mobility by Race
Average Individual Income for Boys with Parents Earning \$25,000 (25th percentile)



Note: Green = More Upward Mobility, Red = Less Upward Mobility; Grey = Insufficient Data

DEI CONVERSATIONS ACCELERATED BY THREE CRISES IN 2020



Health
Crisis



Economic
Crisis



Racial
Injustice
Crisis

WHY IS DEI NECESSARY?

- Having access to social capital and networks is still one of the main avenues toward getting a job
 - people of color tend to have less access to break into these networks, thus reproducing inequalities
- Apprenticeship has a track record of success in advancing the careers of workers
 - but it has historically been, and continues to be, less accessible to women and people of color.

WHY IS DEI NECESSARY?

- Registered Apprenticeship demographics
 - The Illinois workforce is 49.5% female and 35.3% nonwhite

SOC	Occupation Group	Percent Female	Percent Nonwhite	Median Hourly Earnings
47	Construction and Extraction	4.1%	19.7%	\$ 30.20
49	Installation, Maintenance, and Repair	5.8%	25.6%	\$ 24.17
51	Production	7.3%	25.0%	\$ 17.94
17	Architecture and Engineering	9.1%	46.3%	\$ 39.46
39	Personal Care and Service	78.4%	83.8%	\$ 12.47
31	Healthcare Support	100.0%	32.1%	\$ 14.38
	All Other	23.8%	43.7%	

UNDERSTANDING DEI

• Diversity

- People aren't diverse.
- Referring to people as "diverse" is a process of "othering" those in non-dominant or historically less privileged groups
- Diversity is about the differences between people within teams, companies, and ecosystems.

• Equity

- Treating everyone equally maintains inequity
- Equity and equality mean different things and lead to different results
- Equity acknowledges that everyone has different needs, experiences, and opportunities

• Inclusion

- Inclusion doesn't just happen; we must design for it.
- Inclusion is about value.
- Every individual feels a sense of belonging

UNDERSTANDING DEI

- DEI is a **continuous process** that seeks to **level the playing field** and **create fairness** and preserve the dignity of all – regardless of how an individual presents themselves to the world.

- The goal of DEI is to **bridge differences, gain common ground, and build respectful relationships.**

EVIDENCE OF DEI ACTION PLANS

- Projects funded under this NOFO must include strategies to address equity including:
 - changes in recruitment practices
 - intentional and inclusive marketing (including using images of women, people of color, and those with disabilities)
 - addressing discrimination within programs and at workplaces,
 - offering supports that boost retention and completion (childcare, transportation, career counseling, etc.)
- **Navigator** and **Intermediary** applicants are required to address diversity, equity, and inclusion (DEI) in the proposal application and articulate why and how implementing DEI can be cost efficient and an effective solution for both the employer and community.

EXAMPLES OF DEI PRACTICES

- **Diversity**

- Marketing and outreach material that has pictures of women and people of color
- Good data collection tool to track participants' characteristics and measure diversity
- Employee training/professional development on biases (explicit and implicit)

- **Equity**

- Comprehensive assessment to collect information/data about employment barriers
- Employee training/professional development to help frontline workers understand the participants, their challenges, and their responses to certain situations (ex. Bridges Out of Poverty)

- **Inclusion**

- Marketing material in English and Spanish
- Employee training/professional development on cultural competence

EVIDENCE OF DEI ACTION PLANS

• Navigators

- Developing and implementing a business outreach strategy including minority business owners
- Cultivating business champions who embrace and practice diversity, equity, and inclusion
- Supporting the diversification of apprenticeships into new industries and occupations
- The project's ability to expand apprenticeships for underrepresented and targeted populations
- The project's plan to:
 - address equity and communicate the value of gender and racial diversity to employer
 - acknowledge race and gender disparities in local and regional industries and occupation, and
 - proactively create equity strategies with employers

EVIDENCE OF DEI ACTION PLANS

• Intermediaries

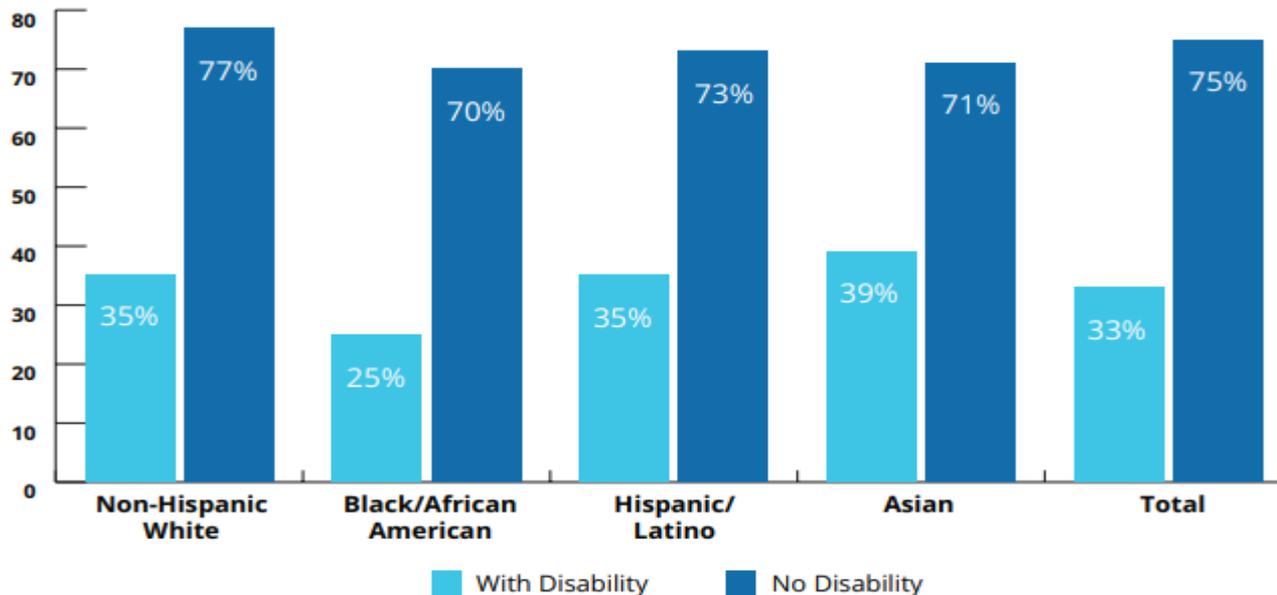
- Developing and implementing an inclusive marketing strategy
- Offering career counseling that highlights career pathways in jobs that are in demand
- Providing support to reduce barriers such as transportation assistance, uniforms, etc.
- Providing retention supports such as mentoring, affinity networks and more
- The quality of plans to address equity in program design, recruitment, supports and completion and how it relates to increasing the number of underserved populations enrolling in and successfully completing apprenticeships
- The project's ability to expand apprenticeships for underrepresented and targeted populations including the quality of the participant recruitment activities

DEI STRATEGIES

- **Diversity is not just about skin color**

- Working-age people with disabilities are much less likely to be employed than people without disabilities in all racial and ethnic groups

Percentage of working age population that is employed



Source: American Community Survey, 2015

Source: Goodman, Nanette, Michael Morris, and Kelvin Boston (n.d.). *Financial Inequality: Disability, Race and Poverty in America*. Washington, DC: National Disability Institute. <https://www.nationaldisabilityinstitute.org/wp-content/uploads/2019/02/disability-race-poverty-in-america.pdf>

DEI RESOURCES

- **Jobs For the Future: Equity in Apprenticeships**

- <https://www.jff.org/resources/page/1/apprenticeship,equity>

- **Workforce GPS: DEI in Apprenticeship**

- <https://apprenticeship.workforcegps.org/resources/2021/06/08/20/42/Diversity-Equity-and-Inclusion-in-Apprenticeship>

DEI RESOURCES

Apprenticeship.gov

- DEI in Apprenticeship
 - <https://www.apprenticeship.gov/employers/diversity-equity-and-inclusion-apprenticeship>
- Recruiting Under-Represented Populations
 - Universal Outreach Tool provides an online mechanism for finding diverse candidates for apprenticeship.
 - <https://www.apprenticeship.gov/eeo/sponsors/recruit-and-hire/universal-outreach-tool>
- Resources That Support People With Disabilities In Apprenticeship
 - <https://www.apprenticeship.gov/resources-support-people-disabilities-apprenticeship>

Q and A

All questions regarding this NOFO must be submitted in writing via email to:

apprenticeship@illinoisworknet.com



THANK YOU



Illinois
Department of Commerce
& Economic Opportunity
OFFICE OF EMPLOYMENT & TRAINING
JB Pritzker, Governor