ELEMENT 4: DEVELOPMENT OF AN APPRENTICESHIP PIPELINE & STEPS TO INCREASE DIVERSITY RESILIENCY RESOURCES & PROMISING PRACTICES

As apprenticeship opportunities grow, states are taking steps to ensure that all workers and job seekers have access to and are supported in apprenticeship opportunities. Their approaches include improving access to information about available apprenticeships, increasing access to quality pre-apprenticeship programs, partnering with trusted organizations to reach and support underrepresented populations, and engaging with business representatives in outreach and candidate recruiting. The following are resources specific to both developing a diverse pipeline of apprentices, and to support of apprentices and other jobseekers and employees in an economic downturn.

TOOLS, RESOURCES, AND THOUGHT LEADERSHIP

Virtual Job Shadowing and Recruitment

- This Virtual Job Shadow platform is one example of a tool for effective virtual career exploration and connecting one-on-one. It has solutions for K-12, higher education, and workforce development learners.
- Many virtual career fair platforms exist on the market offering multi-employer virtual job fair options for online recruitment of apprentices.
  - VFairs
  - ECareerFairs
  - Easy Virtual Fair
  - CareerEco (specifically for colleges)
- Virtual recruitment: Brazen is one online recruiting platform oriented to company recruiters doing virtual recruiting. Another online platform to explore is 6Connex.

Diversity and Equity

- CORA Learning produced a webinar on equity-minded practices for teaching online titled "Employing Equity-Minded & Culturally-Affirming Teaching Practices in Virtual Learning Communities," delivered by Dr. Luke Wood and Dr. Frank Harris of San Diego State University.
- The Workforce Innovation Network Technical Assistance Center (WINTAC), an organization that works with State Vocational Rehabilitation Agencies and their partners to effectively implement the requirements of WIOA, has created a repository of COVID-19 Resources and Resources on Distance Service Delivery.
- The National Governors Association's State Guide for Preparing Future Workforce includes information on maintaining equity and diversity in workforce and training practices.
- WebAIM (Web Accessibility in Mind) has created a resource of supports for learners with disabilities accessing virtual solutions, including principles and resources for accessible web design.

PROMISING PRACTICES

Virtual Advising and Mentoring

- *Northern **Virginia** Community College* offers virtual advising for prospective and current students to accommodate virtual connections when in-person advising is not available due to health and social distancing concerns.
- In response to COVID-19, DTE Energy in **Michigan** is operating a virtual internship program this summer with more than 500 high school and college students. The company documented the processes and tools it used for the program and created the Work from Anywhere Toolkit, which is designed to help other organizations develop their own virtual job training programs.

Virtual Job/Career Fairs

- Nursing and allied health job fair: HonorHealth is an **Arizona** based non-profit organization looking to fill a variety of positions within their hospital network. They are hosting a virtual job fair through eCareerFairs, exclusively for registered nurses, pharmacy specialists and technicians. The website describes how the event will transpire in the "How it Works" links.
- National Health Service Corps virtual career fair and FAQs: This event series is for clinicians seeking medical, dental, nursing, mental health/behavioral jobs. This page also provides general information about virtual job fairs.
- Veteran job seekers online career fair: An event aiming to connect active-duty military, veterans, and military dependents with 23 different employers nationwide. Participating employers include everything from Wells Fargo to the City of Memphis.
- Disability Virtual Career Fair: An event connecting entry-level and experienced jobseekers with disabilities with 43 organizations nationwide. This event illustrates the accessibility of virtual events compared to in-person fairs.
- Colorado Virtual Job Fairs are coordinated by the Colorado Department of Labor and Employment (CDLE) Workforce Development Programs and hosted by local American Job Centers (AJCs). CDLE has implemented a series of tools to make it as simple as possible for local AJCs to host.
- Indiana Virtual Job Fairs are co-hosted with local areas, community colleges, and other partners. The Indiana Department of Workforce Development manages the Indiana VJF including a webpage for information sharing, a calendar of upcoming job fairs, and a toolkit for employers to assist with preparation.

Diversity and Equity Practices

- The **Illinois** Department of Commerce and Economic Opportunity (DCEO) and **Illinois** Community College Board (ICCB), conducted this study on equitable expansion of apprenticeships. The recommendations for advancing diversity in apprenticeships are broken into three sections:

  1. Apprenticeship Recruitment and Retention Providers (ARRPs): Their potential roles within apprenticeship and what they need to thrive
  2. Navigators and Intermediaries: The roles they should play in supporting ARRPs
  3. DCEO and ICCB: Strategies for two leading apprenticeship agencies to amplify ARRP functions in their apprenticeship activities