

# INCREASING DIVERSITY & INCLUSION (D&I) THROUGH APPRENTICESHIP

Driving profitability, innovation, and performance for your company



The focus on diversity in the workplace has increased over the last decade, but many organizations still lack a diverse workforce. This puts companies at a serious disadvantage.



Companies with high levels of racial and gender diversity are **12 percent** more likely to outperform other companies<sup>1</sup>.

Apprenticeship, which has also been growing in recent years thanks to its cost savings and benefits, can also help companies increase their diversity and inclusion. Here's how:



## Broader Recruitment

- » **Expand the talent pool** by tapping into groups that are traditionally underrepresented in technology fields, such as veterans, people with disabilities, people of color, and women.
- » Attract candidates who have not had the opportunity to follow a “traditional” education or career path but are **eager to gain new skills** to meet your company's needs.



## Inclusion & Engagement

- » **Retain diverse talent** by demonstrating a commitment to their long-term growth (retention rates for apprenticeships are 89% after 3 years)<sup>2</sup>. This is particularly important for women and minorities, who traditionally have the highest turnover rate in technology fields due to lack of inclusion and opportunity<sup>3</sup>.
- » **Provide mentorship**, which can boost retention by 72%<sup>4</sup>. Mentors play an instrumental role in the career progression of diverse talent<sup>5</sup>.



## Pathways to Leadership

- » Establish a competency-based, **transparent model for advancement** that promotes employees based on merit and skill.
- » Give more employees the **opportunity to advance internally**, cultivating a talent pipeline to lead your company in the future.

To learn more about how apprenticeship can help your company grow, contact [careersourcetampabay.com](http://careersourcetampabay.com) or visit [TQAClark.com](http://TQAClark.com).

The Tech Quest Apprenticeship program is an equal opportunity program. This project is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$11,999,771.00 and \$4,200,000 from non-governmental sources.

### Sources

<sup>1</sup>McKinsey & Company, “Diversity Wins”, p. 24. May 2020

<sup>2</sup>Utah Department of Workforce Services, Apprenticeships. Jobs. [utah.gov/apprenticeship/apprentiro](http://utah.gov/apprenticeship/apprentiro).

<sup>3</sup>Kapor Center for Social Impact, 2018

<sup>4</sup>Knowledge@Wharton, 2017

<sup>5</sup>Forbes, “The Key to Diversity and Inclusion is Mentorship”

