

# 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 [feckc.org](http://feckc.org) or visit [TQAClark.com](http://TQAClark.com).

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### 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](mailto:Knowledge@Wharton), 2017

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



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