

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 companies¹.

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)². This is particularly important for women and minorities, who traditionally have the highest turnover rate in technology fields due to lack of inclusion and opportunity³.
- » **Provide mentorship**, which can boost retention by 72%⁴. Mentors play an instrumental role in the career progression of diverse talent⁵.



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 masshirebostoncareerctr.org or visit TQAClark.com.

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Sources

¹McKinsey & Company, “Diversity Wins”, p. 24. May 2020

²Utah Department of Workforce Services, Apprenticeships. Jobs. utah.gov/apprenticeship/apprentiro.

³Kapor Center for Social Impact, 2018

⁴Knowledge@Wharton, 2017

⁵Forbes, “The Key to Diversity and Inclusion is Mentorship”

