Powering Success: Tools for Embedding DEIA into Registered Apprenticeships

April 23, 2024

www.seia.org
About SEIA

Building a strong solar industry to power America

Federal, State & Local Policy
Climate & Equity
Managing Growth
Trade, Technology & Manufacturing
As the national trade association for solar companies in the U.S., we have a unique position, and therefore a unique responsibility, to lead the industry forward and create a more just and equitable energy future.
Today’s Presenters

Erika Symmonds
VP, Equity & Workforce Development at SEIA

Divya Ramoo
Director of Organization Development at TSG

V. Lee Spruill III
Director of Learning and Development, Blue Ridge Power

Dani Wolland
Director of Learning & Development at TSG

Dr. Janell Hills-Thomas
Director of Equitable Workforce Strategies, IREC

Brie O’Malley
Director, ReVision Energy Training Center
Agenda

• Introduction from SEIA

• Dr. Janell Hills-Thomas from IREC

• Conversation with ReVision and Blue Ridge Power

• Q&A
Diversity, Equity, Inclusion in Registered Apprenticeships in Clean Energy
About Me

Dr. Janell Hills-Thomas
Director, Equitable Workforce Strategies, IREC
Funding Acknowledgement and Disclaimer

Acknowledgment: This material is based upon work supported by the U.S. Department of Energy’s Office of Energy Efficiency and Renewable Energy under the U.S. Department of Labor Employment and Training Administration Office of Apprenticeship Industry Intermediary Contract 1605C2-23-C-0015.

Disclaimer: This report was prepared as an account of work sponsored by an agency of the United States Government. Neither the United States Government nor any agency thereof, nor any of their employees, makes any warranty, express or implied, or assumes any legal liability or responsibility for the accuracy, completeness, or usefulness of any information, apparatus, product, or process disclosed, or represents that its use would not infringe privately owned rights. Reference herein to any specific commercial product, process, or service by trade name, trademark, manufacturer, or otherwise does not necessarily constitute or imply its endorsement, recommendation, or favoring by the United States Government or any agency thereof. The views and opinions of authors expressed herein do not necessarily state or reflect those of the United States Government or any agency thereof.

DOL Contract #: 1605C2-23-C-0015 – Apprenticeships in Clean Energy Network
Buckle Up! We Have A Lot To Cover...

- Registered Apprenticeship Programs (RAPs)
- Benefits of Registered Apprenticeship Programs
- DEIA in Registered Apprenticeships
- Benefits of DEIA
- Veterans
- Recruitment
- Retention
- EEO
- Affirmative Action
Registered Apprenticeship Programs (RAPs) Overview

- **Industry-Led** – Apprenticeable occupations are industry-vetted and approved to ensure alignment with business needs.
- **Paid Job** – Apprentices are paid employees who produce high-quality work while they learn skills that enhance their employers' needs.
- **Structured On-the-Job Learning** – Develops skilled workers through structured learning in a work setting under supervision of a skilled mentor.
- **Supplemental Education** – Related instruction supports attainment of job knowledge and skills through virtual or in-person classroom education.
Benefits of Apprenticeships for Employers AND Workers

- **Proven Workforce Development Model** – Concept used by employers since the Middle Ages – Not just for Construction Trades!

- **Effective Recruitment Tool** – Apprenticeships are attractive to job seekers and the labor system supports connecting people to Apprenticeship opportunities!

- **Credentials** - Offers a portable, nationally-recognized credential to be issued at the completion of the program

- **Diversity** – Regulations ensure RAPs have strong non-discrimination, anti-harassment, and equal employment opportunity recruitment practices.
SCALING DEIA IN REGISTERED APPRENTICESHIPS

The Department of Labor aims to ensure diversity, equity, inclusion, and accessibility (DEIA) in opportunities for all populations, especially underserved populations, through Registered Apprenticeships.
Diversity, Equity, Inclusion, and Accessibility

Inclusion
Intentionally ensuring that each person feels valued and connected.

Diversity
Understanding that even when people appear the same, they are different in many ways.

Equity
Treating all members of a community in a fair and just manner.

Accessibility
Providing equal access to everyone.

While an inclusive group is necessarily diverse, a diverse group may or may not be inclusive.

The many ways people are different and the same at the individual and group levels. In other words, even when people appear the same, they are different.

Equity requires attention to governance, representation and other power indicators.

How organizations make space for everyone along the range of human ability, experiences and characteristics.
Benefits of DEIA

- Diversity of thought enhances innovation by 20%
- Inclusive organizations see greater return on their investment
- Increase productivity

- Improves market share
- Enhance organizational reputation
- Expands the recruitment pipeline
- WOTC Tax Credits for targeted groups
Underrepresented / Underserved Populations (Dept. of Labor Definitions)

**Underrepresented**
populations which may include women, people of color, and individuals with disabilities.

**Underserved**
populations which may include veterans, justice-impacted individuals, youth, and those in rural communities.
### Underserved Communities

<table>
<thead>
<tr>
<th>Black &amp; African Americans</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic &amp; Latino</td>
<td>LGBTQ+</td>
</tr>
<tr>
<td>Native American, Native Alaskan, &amp; Indigenous People Asian American, Native Hawaiian, &amp; Pacific Islander, Middle Eastern, North African</td>
<td>Pregnancy</td>
</tr>
<tr>
<td>Parents</td>
<td>Caregivers</td>
</tr>
</tbody>
</table>
### Underserved Communities, cont

<table>
<thead>
<tr>
<th>Underserved Groups</th>
<th>Challenges</th>
</tr>
</thead>
<tbody>
<tr>
<td>Older Age</td>
<td>1st Generation Professionals</td>
</tr>
<tr>
<td>Formerly Incarcerated Inhabitants of Rural Areas,</td>
<td>Limited English Proficiency</td>
</tr>
<tr>
<td>Veterans &amp; Military Spouses</td>
<td></td>
</tr>
<tr>
<td>Persistent Poverty</td>
<td>Older Age</td>
</tr>
<tr>
<td>Religions Beliefs</td>
<td>Persons with disabilities</td>
</tr>
</tbody>
</table>
Veterans in Registered Apprenticeships

“Veteran friendly to Veteran ready”

- What are some of the keys to **effectively screening** veteran resumes and interviewing veteran candidates?
- What programs or policies has your organization successfully implemented for **recruiting, onboarding, and integrating veteran hires**?
- What resources, organizations, and programs have you leveraged to support the **engagement, development, and retention of your veterans**?
Benefits of Hiring Veterans in Registered Apprenticeship

- Higher Retention
- Quick Learners
- Tax Credits
- Team Building Skills
- Problem Solvers
GI Bill Benefits

- GI Bill
- The Montgomery GI Bill Active Duty

To be used for:

- College
- Graduate Programs
- RAPs
DEIA Focused Outreach

- Screen In, Not Out
- Hold community open houses
- Ensure diversity of language and images in outreach materials
- Use transparent and accessible practices to diversify recruitment
- Engage diverse recruitment partners
Recruitment

All RAP sponsors are required to conduct \textit{universal} outreach and recruitment, which entails reaching out to organizations within your relevant recruitment area that can refer candidates from all demographic groups.
**Universal Outreach Tool**

**A clickable map** that allows sponsors to quickly locate organizations in their area.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTER THE STATE and zip code of your location and hit 'search'.</td>
<td>THE MAP WILL DISPLAY the organizations in your area.</td>
<td>CLICK ON THE PINS representing each organization to learn more, including a link to the organization's website, contact information, and any specific populations that the organization works with.</td>
<td>THE TOOL IS PRESET to provide information in a 50-mile radius from the location entered. You may expand or reduce this distance from your location.</td>
</tr>
</tbody>
</table>
Retention

- Build a culture of belonging and incorporate participant voices
- Develop training and classroom instruction to be accessible to and representative of apprentices.
- Include diverse leaders and mentors who provide quality leadership and mentorship.
- Provide wraparound support services (childcare, transportation vouchers, etc.)
EEO Regulations

- Prohibits sponsors of RAP from discriminating on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, and genetic information.

- Take concrete and actionable steps to ensure a discrimination-free and harassment-free environment
**EEO Regulations**

- Sponsors are responsible for ensuring all aspects of the RAP, including on-the-job learning (OJL) and related instruction (RI) components and mentoring are in compliance with the EEO regulations.

- Post the EEO pledge and information on the rights on apprentices and applicants.
Affirmative Action Plans

- A tool designed to assist a sponsor in detecting, diagnosing, and correcting any barriers to equal opportunity that may exist in its apprenticeship program
- Designed to promote and ensure equal opportunity in apprenticeship
- Written documentation of sponsors' intended plans to increase diversity - **2 years from the date of registering the program**
- Sponsors must also conduct targeted outreach and recruitment, if necessary
Developing Affirmative Actions Plans

- Analyses comparing the demographic characteristics of your apprentice workforce to the demographics of the available workforce in your recruitment area.

- When these analyses reveal that one or more demographic groups (sex, race, or ethnicity) is underrepresented in your apprentice workforce, you must conduct targeted outreach and recruitment.
Affirmative Action Plans Exemptions

- If a program has fewer than five apprentices (this exemption is based on the number of apprentices per program sponsor -- not per participating employer)

- If a program can demonstrate that it has an affirmative action plan covering apprentices (aligned with the Executive Orders)
LINKS AND RESOURCES!

EEO

- EEO Circular - [https://www.apprenticeship.gov/sites/default/files/bulletins/circular-2023-01_0.pdf](https://www.apprenticeship.gov/sites/default/files/bulletins/circular-2023-01_0.pdf)

Affirmative Action Plans

- Affirmative Action Boilerplate
- Affirmative Action Reference Guide
**LINKS AND RESOURCES!**

- DEIA in apprenticeship information can be found at - [https://www.apprenticeship.gov/](https://www.apprenticeship.gov/)

- DEIA – Partnership in Inclusive Apprenticeship (PIA) - [https://inclusiveapprenticeship.org/clean-energy-spotlight/](https://inclusiveapprenticeship.org/clean-energy-spotlight/)

- Dept. of Labor Universal Outreach Tool - [https://www.dol.gov/agencies/eta/apprenticeship/eeo/recruitment/outreach-tool](https://www.dol.gov/agencies/eta/apprenticeship/eeo/recruitment/outreach-tool)

- Work Opportunity Tax Credit (WOTC) - [https://www.dol.gov/agencies/eta/wotc](https://www.dol.gov/agencies/eta/wotc)

LINKS AND RESOURCES!

Veterans & Military Spouses

- GI Bill Benefits for RAPs - [https://www.youtube.com/watch?v=jKkG1lu6-KI](https://www.youtube.com/watch?v=jKkG1lu6-KI)
- Work Opportunity Tax Credit (WOTC) - [https://www.dol.gov/agencies/eta/wotc](https://www.dol.gov/agencies/eta/wotc)
THANK YOU

JANELL HILLS - THOMAS
DIRECTOR, EQUITABLE WORKFORCE STRATEGIES
janellh@irecusa.org
ReVision and Blue Ridge Power
Renewable Energy Careers Pre-Apprenticeship Program & Career Pathway

Apply
Apply for enrollment through Portland Adult Education, with a Level 5 ESOL language prerequisite.

Pre-Apprenticeship
Partake in 8 weeks of classroom and training to learn key terms and technical skills.

Complete Pre-Apprenticeship
Strengthen your career prospects by:
- Earning an OSHA 10 card
- Qualifying to earn a EPA 608 certification for handling refrigerants
- Receiving your own set of tools

ReVision Energy Apprenticeship
Get an interview when you compete for ReVision’s paid 4-year electrical apprenticeship, an earn and learn program.

Career Development
Work towards your electrical license while taking advantage of leadership opportunity and wage increases.

Solar or Heat Pump Installation Career
Begin employment with another Maine-based solar or heat pump company.

Career Development
Progress through the clean energy industry and pursue related career development opportunities.

$18/hr Your wages increase as you continue to learn $30/hr
Thank You!