

Please Note..

This webinar and the engagement tools will be recorded.

An archive will be available on the [event website](#).

Equity Strategies in Youth Apprenticeship Programs and Partnerships

May 8, 2024



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Cybersecurity
Youth Apprenticeship Initiative

Native Youth in Registered Apprenticeship

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Pursuant to the National Apprenticeship Act, the Department of Labor works to expand opportunities related to apprenticeship programs. This project has been funded, either wholly or in part, with Federal funds from the Department of Labor, Employment & Training Administration under the contract number/work order DOL-OPS-16-A-0012/1605DC-18-F-00060. The contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement of same by the U.S. Government.



Acknowledgement

A Land Acknowledgement is a formal statement that recognizes and respects Indigenous peoples as traditional stewards of a given geographic area and the enduring relationship that exists between Indigenous peoples and their ancestral territories.

For San Bernardino: the land of the Gabrieleno (*Tongva*) peoples, Chemehuevi (*Nuwu*) peoples, Serrano (*Maara'yam*) peoples, and the federally recognized land of the Yuhaaviatam of San Manuel Nation.

[Cal State San Bernardino Office of Tribal Relations](#)

Disclaimer

I am not of Native American descent.

I am speaking only from *lived experience* in the community and *interviews* with community members.

These are *general* strategies to engage with Native youth. I am not speaking FOR the community.

Understanding the Native Community

- There are 574 federally recognized tribes in the contiguous 48 states and Alaska.
- There are 60 state-recognized tribes across 13 states.
- Approximately 54% of Native people live in rural and small-town areas.
- About 68% live on or near tribal homelands.
- Indian Country is young:
 - The current population of Native Americans in the U.S. is about 2.09% of the population.
 - Of that 2%, about 29% of Native people are under the age of 18 years.

- Each tribe is unique to itself. American Indian/Alaska Native people may be referred to as Native, Indigenous, Tribal, Indian.
- Native people face higher social, economic, and health disparities than their non-Native counterparts.
- An estimated 26% live in poverty, compared to 14% for the nation as a whole.
- The median income for Native households is \$40,315 vs \$57,652 for the United States overall.
- 1 in 200 Native Americans experience homelessness compared to 1 in 1,000 for general U.S. population.

Challenges of Native Youth

- Native youth ages 15-24 years old experience suicide as the second leading cause of death – 3.5 times higher than the national average.
- Violence such as intentional injuries and homicide account for 75% of deaths among Native youth.
- Arrest rates are 3 times the national average for Native youth.
- Substance use ranges between 12.5% for illicit drug use and 35.8% for tobacco use. Alcohol (22.9%), binge drinking (18.4%), and substance dependence/abuse (16%) are also high.
- Access to quality education and workforce development is still low.

Between 2010-2020...

Native American Youth only
represented **2.4%** of
registered apprentices.

Although the Native Community has suffered generations of historical and intergenerational trauma, they are

RESILIENT and STRONG!

They are the experts of their lives.

“For far too long, our experiences were either heard from unfamiliar lenses or simply not heard at all. Instead of relying on others to tell our stories or offer solutions, Native youth are standing up for their communities and raising their voice for all to listen. They are unapologetic and not afraid to create their own path to achieve their goals.”

– Representative Sharice Davids, The State of Native Youth Report 2022



So, how do you engage effectively?

In order to bridge the gap between disparities and opportunity for Native youth, we must learn to be culturally competent and aware.





- Show Respect
- Be Patient and Consistent
- Be Authentic. Do Not Assume.
- Build Partnerships (Tribal Liaison – youth or adult)
- Incentivize (lunch and Cheetos!)
- Keep Learning
 - Cultural Sensitivity Training
 - Implicit Bias Training
- Listen. Follow Up and Follow Through
- Focus on Protective Factors and Strengths
- Ask Questions – Etiquette Do's and Don'ts



Cultural “Pocket Guide”

A general guide to enhancing cultural competency while providing services to tribal youth.

Gathered from lived experience, interviews, and SAMHSA Culture Card: [Culture Card: A Guide to Build Awareness: American Indian and Alaska Native \(samhsa.gov\)](#)

| | |
|--|--|
| <p>Recruit Patiently</p>  | <ul style="list-style-type: none"> • General respect goes a long way • Build a bridge between RAPs and tribal youth through networking and partnering with tribal liaisons • Do not assume all tribal youth are the same or come from similar backgrounds and cultures • Be consistent and patient • Acknowledge what you do <i>not</i> know • Ask questions • Learn together • Be transparent about all stages of the process |
| <p>Engage Respectfully</p>  | <ul style="list-style-type: none"> • Be aware of implicit biases that may affect engagement • Do not assume all tribal youth are the same or come from similar backgrounds or cultures • Be consistent and build rapport • Be patient • Be authentic and open • Be educated and aware of signs of historical and intergenerational trauma that may impact a youths learning and participation |
| <p>Maintain Intentionally</p>  | <ul style="list-style-type: none"> • Follow-up and check-in regularly • Highlight successes and strengths along the way • Provide resources and referrals to support services such as mental health, transportation, and internet services • Build rapport with each individual. Understand their personal circumstances, challenges, strengths, and communication style. • Be authentic and open • Stay educated and aware of signs of historical and intergenerational trauma that may impact a youths learning and participation |
| <p>Etiquette</p>  | <ul style="list-style-type: none"> • Diversity: Be respectful and do not assume all tribal youth are the same or come from similar backgrounds or cultures • Eye contact: Not all tribal youth will make eye contact. Do not be offended. Take it as an opportunity to ask questions and build rapport. • Respect personal boundaries: Many tribal youth do not like to shake hands or be touched. This is not a sign of disrespect. • Hair: An individual’s hair is sacred. Do not touch a person’s hair without permission. • Appearance: Do not assume someone is not tribal based solely on their appearance or skin tone. Many tribal youth come from mixed families. Do not let implicit bias falsely profile someone based on their appearance. • Ask: To build rapport it is important to not assume but to ask. Be respectful in how the questions are asked, but do not be afraid. • Authenticity: Be your most authentic self. Youth can read your intention and energy. Be kind and genuine. |



THANK YOU!

Feel free to reach me at:

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Please check out our CYAI White Paper: *Closing the Gap: Tips to Engage Tribal Youth in Registered Apprenticeship Programs*

Q&A

Creating a Diverse Workforce in the Private Sector

Notes from a Managed IT Services Provider



Who is Acorn Technology Services

Acorn is a Managed Services Provider (MSP) that provides IT services for public and private clients.

Our services include

- Managed IT Services
- 24 x 7 x 365 technical support
- Network Operations Center (NOC)
- IT Assessments
- Security Operations Center (SOC)
- Security as a Service (SaaS)
- IT Project Management

Our clients include:

- Local Government Entities
 - Quasi-Government Agencies
 - Judicial Agencies
 - Non-Profits
 - For-Profit Business
- 

Where Acorn was 17 Years Ago...

Total Employees

11 Employees, 10 Full Time, 1 Part Time

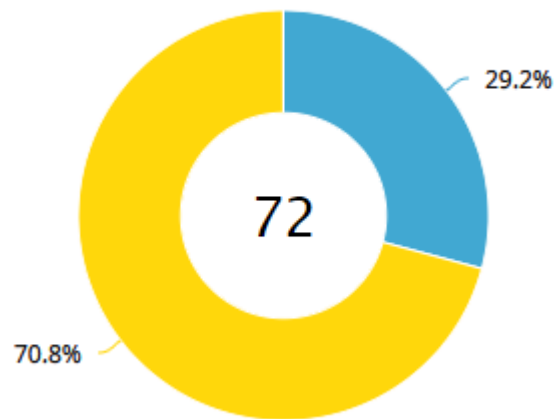
Key Demographics

- Racial Identity
 - 73% White
 - 27% Racial Minorities
- Gender
 - 73% Male
 - 27% Female

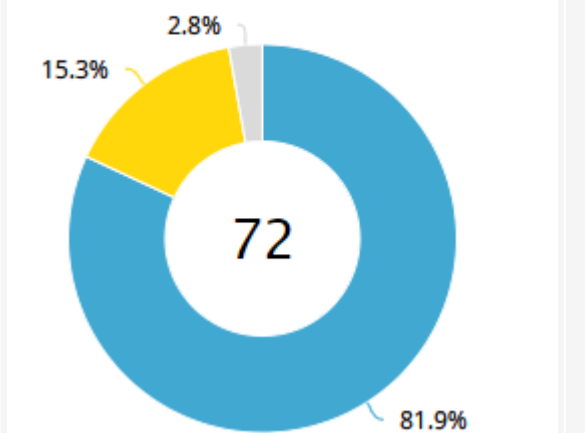
• We will no longer use a sequential naming convention for Charge Orders or Work Orders (example: LAQ CO #01-295). Instead, the KQM Quote ID and project title will be used for billing purposes.

Where Acorn is Today...

Headcount

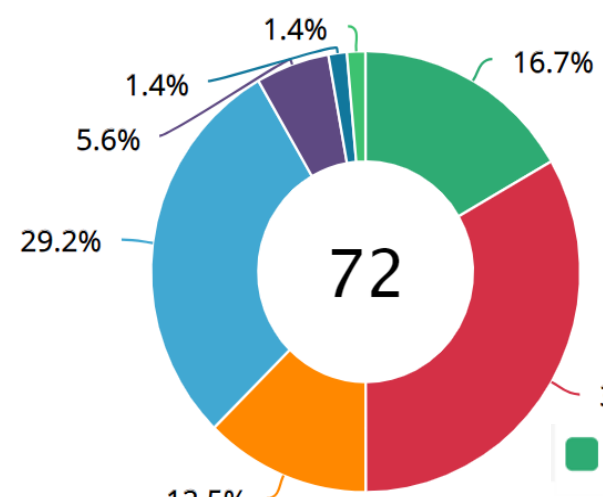


Headcount



Male Female Did Not Disclose

Headcount



Not Defined Asian Hispanic White
Black Two or More Races American Indian / Alaskan Native

Diversity and Inclusion Must Be a Directive

Diversity in your workforce does not just happen.

Strategies

- Create a recruitment process that works towards eliminating and compensating for explicit and implicit bias.
- Provide opportunities for entry level work without the requirement of previous work experience.
- Provide opportunities for professional growth and advancement within the organization.
- Actively create and maintain a company culture of diversity, inclusion, and belonging.
- Seek recruitment opportunities within venues where the desired diversity is present.

Acorn's Partnership with the LAUNCH Apprenticeship Network



<https://launchapprenticeship.org/>

Provides the structure for, and bridges the gap, between employers and the educational system to enrich the regional workforce through registered apprentices

California has a rich educational system, with public post-secondary college and university networks that cater to the needs of a varied student body.

UC System

Cal-State System

Local Community Colleges

Post-Secondary Diversity Demographics

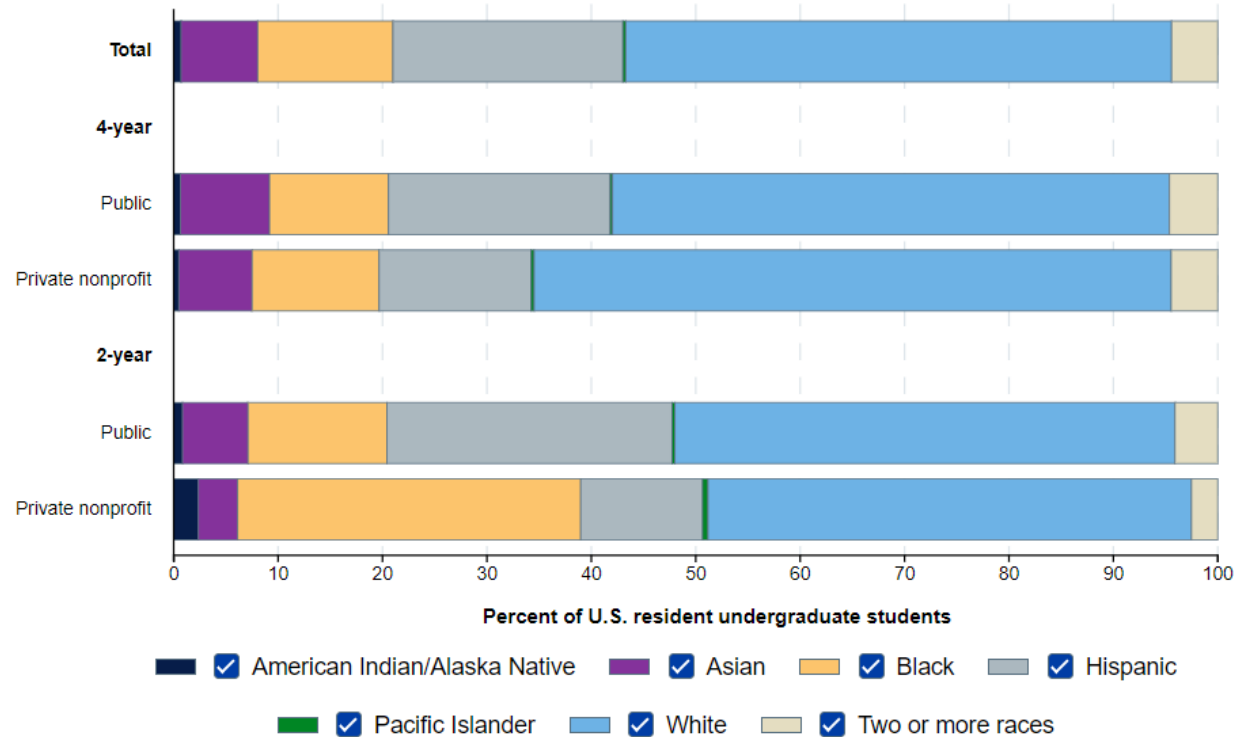
U.S. Undergraduate Students

Figure 1. Percentage distribution of U.S. resident undergraduate enrollment in degree-granting postsecondary institutions, by level and control of institution and student race/ethnicity: Fall 2021

Modify figure

Bar | Table

Level and control of institution

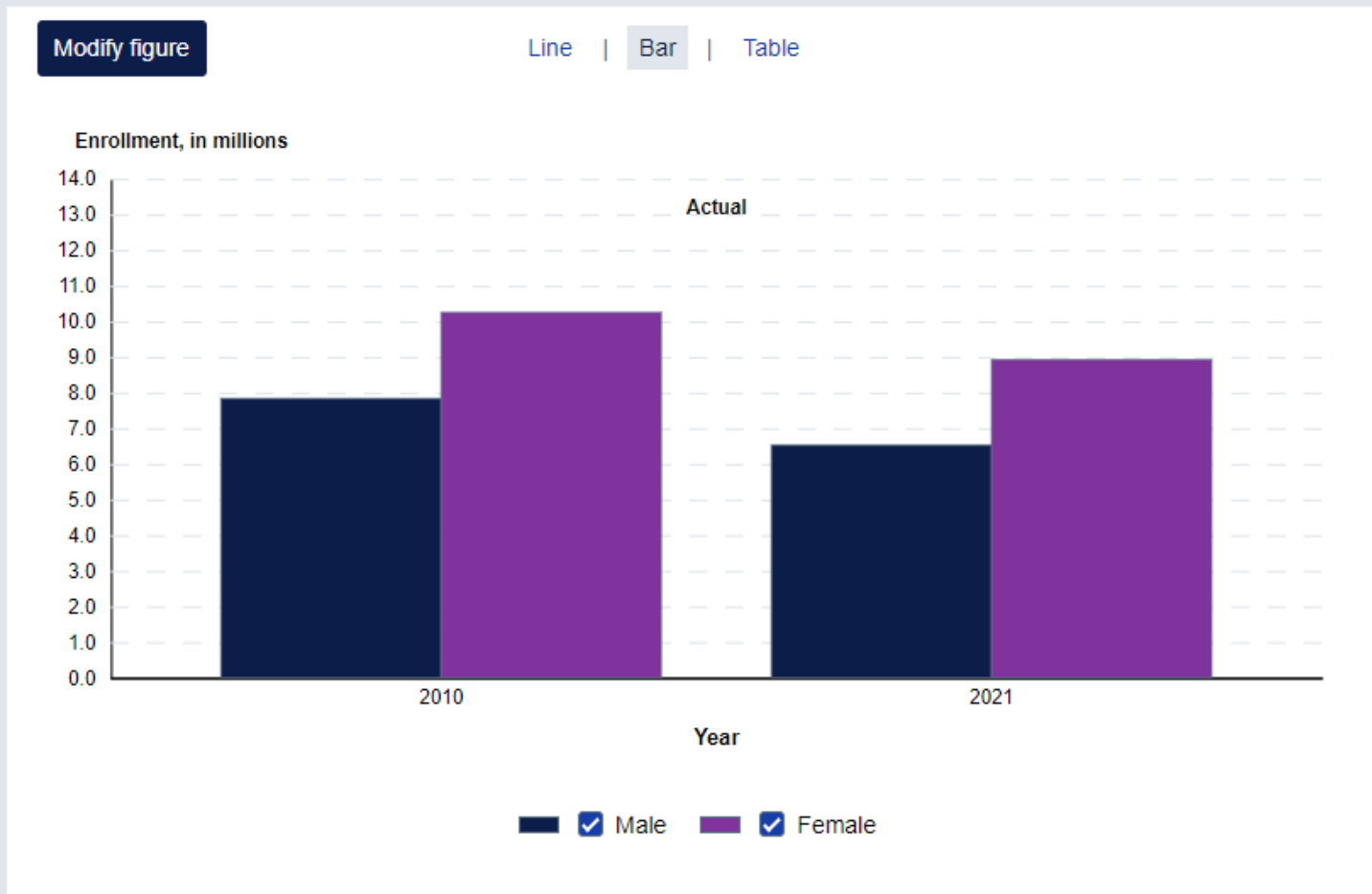


Source: US Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System. <https://nces.ed.gov/programs/coe/indicator/csb/postsecondary-students>

Post-Secondary Diversity Demographics

Undergraduate Enrollment by Sex

Figure 1. Actual and projected undergraduate enrollment in degree-granting postsecondary institutions, by sex: Fall 2010 through fall 2031



Source: US Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System. <https://nces.ed.gov/programs/coe/indicator/cha/undergrad-enrollment>

Q&A



CareerWise
Greater Buffalo
A SAY YES BUFFALO INITIATIVE

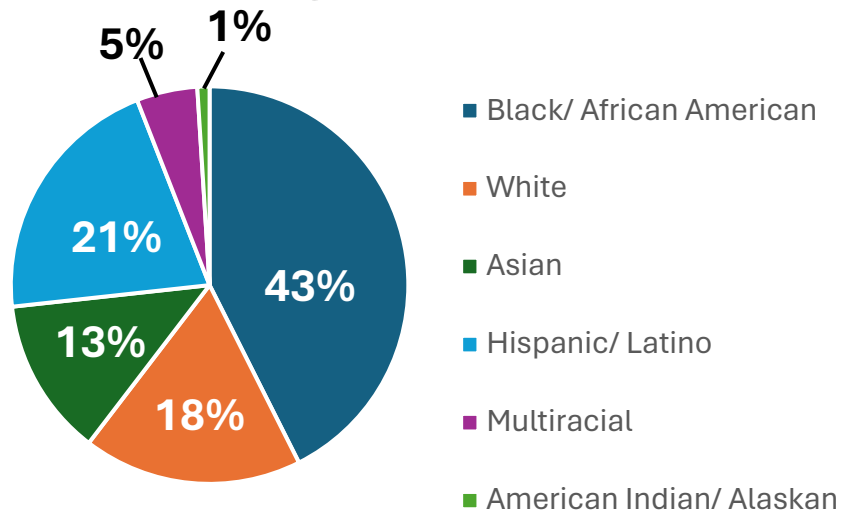


MODERN YOUTH APPRENTICESHIP

Investing in Buffalo's Future

NICE Webinar: Equity Strategies in Youth
Apprenticeship Programs and Partnerships

Buffalo Public School Demographics



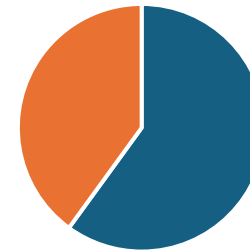
28,508 Registered students

78% Economically disadvantaged

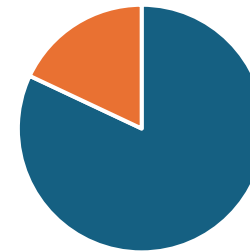
23% Receive special education services

19% English language learners

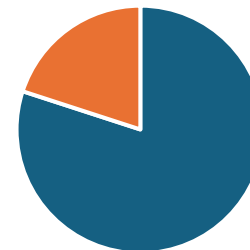
Say Yes Buffalo Scholar Demographics



63% of students who receive scholarships have family incomes below \$50K (34% had family incomes below \$25K)



78% of students in BPS are classified as economically disadvantaged



80% of BPS graduates applied for the SYB scholarship in 2022



CareerWise Greater Buffalo

A SAY YES BUFFALO INITIATIVE

Modern apprenticeship – **defined.**

Modern apprenticeship is a structured work-based learning program designed to start in high school that combines:

Paid employment

On-the-job learning

**Related classroom-
based instruction**

Apprentice Outcomes

Industry credentials, college credit, three years of work experience, social capital + professional networks

HERE'S HOW IT WORKS

| | YEAR 1 | YEAR 2 | YEAR 3 |
|---|---|--------------------|--------------------|
| AT HIGH SCHOOL Core academic courses at school (e.g, math), some community college coursework | ~3 Days a week | ~2 Days a week | N/A |
| ON-THE-JOB On-the-job training, in form of occupation, rotation or projects | 12-16 Hours a week | 20-24 Hours a week | 32-40 Hours a week |
| ADDITIONAL TRAINING Occupation-specific training and coursework Certifications & Higher Ed | COLLEGE COURSES AND/OR TECHNICAL TRAINING BASED ON APPRENTICE GOALS & READINESS AND EMPLOYER APPROVAL | | |

OPTIONS MULTIPLIER

Student becomes a full-time **EMPLOYEE**



Student continues **EDUCATION** with a two- or four-year degree

...or Both!

**We are recruiting graduating high school seniors. College/related instruction coursework will begin in year one and will continue for the duration of the apprenticeship.*



Employer Benefits

- Opportunity to build local talent pipelines to develop Black and Brown young professionals
- Earn a reputation of being an industry leader in providing high-quality employment and training opportunities.
- Access to Say Yes Buffalo's racial equity learning opportunities
- Ongoing support and coaching from Say Yes staff throughout the apprenticeship journey
- Develop a long-term talent strategy and competitive advantage; one of our employers hired 10 apprentices in year one and is on target to hire another 10+ for cohort two

Who Should Be On Your Planning Team?

- **C-Suite Champion**
- **DEI Lead**
- **Human Resources Director**
- **Apprentice Mentors**
- **Direct Supervisors**



STUDENT JOURNEY TO GETTING HIRED





Overview of Current Apprentices

Cohort One (2022)

- 13 apprentices are completing their apprenticeships in Advanced Manufacturing, Business Operations, and IT pathways
- 6 employer partners
- 7 male apprentices, 6 female apprentices
- 8 (62%) African American, 3 (23%) Asian, 2 (15%) White

Cohort Two (2023)

- 15 apprentices are completing their apprenticeships in Automotive, Business Operations, Culinary, Financial Services, and IT pathways.
- 6 employer partners
- 9 male apprentices, 6 female apprentices
- All apprentices hired identify as African American, Asian, or Multi-racial

Wins and Challenges

- Expanded partnerships for Cohort 3 with 40 new roles; 9 new employers
- Increased employer interest/participation in Racial Equity work
- Removal of transportation barrier with driver's ed funding
- Creation of stackable certificates
- Apprentice Signing Day
- Preparation for workplace skills through Apprenticeship University and Cohort Meetings

- Difficulty expanding Advanced Manufacturing and IT roles
- Lack of strong DEI/ REI programs at some employer partners
- Inconsistent funding for additional supports like housing
- Difficulty with employer/supervisor communication
- Hiring and onboarding at employers needs refining for inclusivity/equity
- Sustainability within MYA hasn't been reached

Transferrable Lessons Working with Employers

Employers need more opportunities to engage with students during the recruitment process.

Employers need a streamlined onboarding process and increased technical assistance.

Students need support not only with financial wages, but help with transportation, housing, and basic needs to be successful in these roles.



Racial Equity Work



Inclusive & Youth Centered Hiring
and Onboarding

CWGB Supervisor Training

CWGB Mentoring Program

Employer Leads and Supervisors
Meetings

Racial Equity Impact Analysis
Training

Employer Think Tank Series

Youth Apprentice-ready Employer Checklist

Is your organization experiencing challenges attracting talent? Youth apprenticeships can serve as a strong tool for quality and diverse talent recruitment and development. There are many factors to consider when implementing a youth apprenticeship program. Those bullets in bold are the most significant to a strong apprenticeship program. As you advance through each question below, do not be discouraged if your organization is not quite ready to launch a formal youth apprenticeship. The Buffalo Niagara Partnership can provide the necessary resources to make your organization youth apprentice-ready.

CHECKLIST

- Is your company facing a potential crisis with an aging workforce?
- Does your company have a workforce succession plan?
- Has target audience for filling critical positions been identified (dislocated workers, high school or community college students, incumbent workers)?
- Have skill set, education, and certificates required for in-demand positions and paths been identified?
- Is there a recruiting, screening, and testing mechanism in place for new hires?
- Does your company have existing and qualified individuals to serve as mentors?
- Have you determined the number of apprentices your company can sustain?
- Does your company have a sufficient budget to train apprentices?
- Is your company able to hire youth, younger than 18 years old?
- Are you comfortable making space in the apprentice's schedule to take the required college coursework?
- Have you identified a preferred training provider?
- Has your company completed Diversity, Equity & Inclusion (DEI) training?



Youth Apprentice-ready Employer Checklist continued

CHECKLIST

- Does your company have a DEI workplace strategy?
- Does your company have a DEI Director, or someone leading DEI efforts?
- Does your company have a DEI committee?
- Is your business/organization on a major bus line?
- If not, is there any form of transportation assistance offered to employees?
- Are you committed to making a full-time job offer with at minimum, a salary of \$45,000 annually after the successful completion of the apprenticeship?
- Are you willing to hire apprentices as juniors in high school?

Connect with our team to discuss how apprentice-ready your organization is, and if an apprenticeship program is right for you.

Kenya Hobbs
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Racial Equity Impact Analysis

Think about who is around the table. It is unlikely the group is representative of all the racial/ethnic groups affected by the decision we're about to make. Please keep that in mind as you answer the following questions.

- How do we suspect the proposed decision will affect racially-marginalized peoples?¹
- How do we suspect the proposed decision will affect young people?
- Do we suspect the proposed decision will worsen or ignore existing disparities?
- Based on the above responses, what revisions are needed in the proposed decision?

¹ The groups didn't love the term "racially-marginalized peoples" but preferred it to "People of Color" or "Black and Brown people."

Q&A

Panel Discussion



Submit an event survey!


<https://www.surveymonkey.com/r/May2024NICEWebinar>

NICE Webinar Series

Empowering Refugee Communities in
Cybersecurity Roles

June 12, 2024, 2:00-3:00PM EDT



NLST }  **NICE**