

# Fortify the Pipeline

## Developing Community-Driven Apprenticeships

Tamara Brummer (she/her)  
Tamara@TheLuminaryLab.com  
[www.TheLuminaryLab.com](http://www.TheLuminaryLab.com)



# Our Time Together:

- Welcome
- What We Are Solving For?
- Developing and Cultivating your Ecosystem
- Ecosystem Mapping
- Next Steps



Think back to *your* 1st job.

You've been there 90 days.

You decide that this is where you belong...

What makes you want to stay there?

# How Did They Keep YOU?





1 in 3 new hires will quit their jobs in the first 90 days



# Apprentices Become Employees

93%



Workers who complete  
Registered Apprenticeships  
gain employment

89%



3-Year Retention Rate



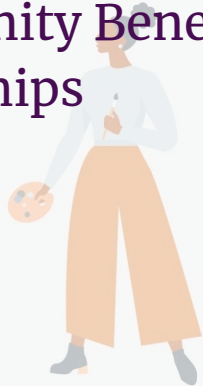
# 35%

Apprenticeship completion rates for all racial groups



# Apprentice Focused, Community Centered

- Pre-Apprenticeship Programs
- Community Benefit Agreements
- Fellowships



# Community-Led Pre-Apprenticeships Fill in the Gaps

## JOB READINESS AND REGISTERED APPRENTICESHIP PROGRAM ASSISTANCE

The program's goal is to help participants enter Registered Apprenticeship Programs. Below are some of the services available:

Resume Writing  
Mock Interviews  
Apprenticeship Application Assistance  
Apprenticeship Program Tours

## SUPPORT SERVICES

Below is a sampling of the services offered. Additional services are available based on participant's needs.

Childcare  
Transportation Assistance  
Housing Assistance  
Math & Reading Tutoring  
Mental Health Counseling

## Program Flow

### 1. PRE-SCREEN

Participants will be pre-screened with a LABWC organizer to identify common interest in supporting our organization's mission and goals and to discuss LABWC membership.

### 2. ORIENTATION

Screened participants will attend the Black Empowerment orientation to learn about the Ready 2 Work program.

### 3. INDIVIDUAL MEETING

Participants will meet one-on-one with a project coordinator to sign Ready 2 Work forms, discuss career goals and opportunities, and connect with our network of sector-specific mentors.

### 4. PROFESSIONAL PORTFOLIO

Participants will prepare resumes, cover letters, and references, in addition to completing mock interviews.

### 5. REFERRAL FOR JOB PLACEMENT

The LABWC will provide participants a referral for job opportunities and follow up within three months to check on progress.





# Community Benefit Agreements Deepen Connections

## Company Growth and Expansion

Building new offices, stores, headquarters. Expanding your footprint and impact within a community

## Community Benefit Agreement

Mutually agreed upon benefits that speak to the needs of both the company and its neighbors.

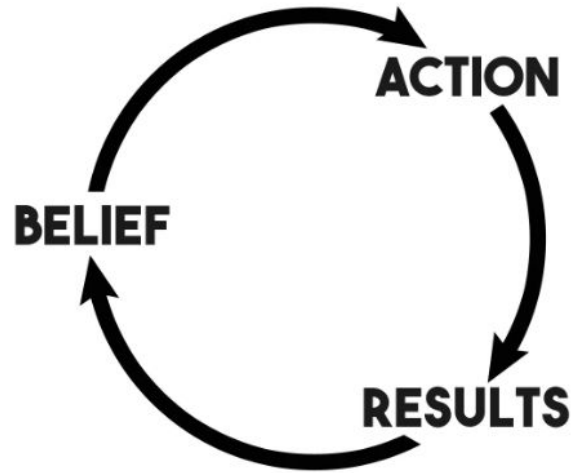
## Neighbor and Community Engagement

Opportunity to understand how your growth will impact your neighbors.



# Provide the Opportunity to Gain the Experience

- “We can’t find XXX with the needed experience”
- You do not hire XXX because they do not have the experience, so they never get the experience
- Repeat.



# Who Is In Your Ecosystem?

- List Top 5 barriers facing your apprenticeship program.
- Identify at least 2 potential partners that you think could help you address each of the barriers? Be specific
- Lastly, what are the resources needed to make the potential partnerships work?



# Next Steps!

