

APPRENTICESHIP

New Online Resource Helps Employers Create Inclusive Apprenticeships

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Did you know that employers who champion disability employment and inclusion experience a 28% increase in revenue, double their net income and have 30% higher profit margins?

Disability inclusivity and diversity in the workforce lead to innovation and have been linked to enhanced productivity, reduced turnover, improved motivation and higher safety ratings. A new online reference has been created to help guide employers who want to build a more inclusive workforce through apprenticeship: [Designing Inclusive Apprenticeships, A Guide for Recruiting & Training Apprentices with Disabilities](#).

This resource includes reference materials to create integrated apprenticeship programs, and shows how to use inclusive design to improve targeted recruitment, classroom learning, and on-the-job training.

It also highlights how common disability is in the workforce: 30% have a disability and 62% of those individuals said their disability was invisible. People who have disabilities hold positions at all levels in all industries, yet they are employed at less than half the rate (35%) of nondisabled Americans (76.5%). Disability is a key element of diversity and intersects all underserved communities and demographics.

Apprenticeship programs that recruit diverse participants often overlook disability as a key element of diversity. And finding out how to reach candidates who have disabilities, learning about the ADA, and creating inclusive marketing materials can be challenging. The California Interagency Advisory Committee on Apprenticeship (IACA) is working to enhance diversity and target outreach. Within IACA, the disabilities liaison committee has collaborated with the civil service committee working to reach more people who have disabilities.

Organizational leadership must express a commitment to creating a culture of inclusion. However, top-down expression of commitment is not enough. All staff members must be given tools such as person first language guidelines, disability awareness/etiquette training and information about accommodations in order to fully understand and

embrace the mission of inclusivity. These tools help debunk common misperceptions about people who have disabilities and promote a culture of acceptance.

