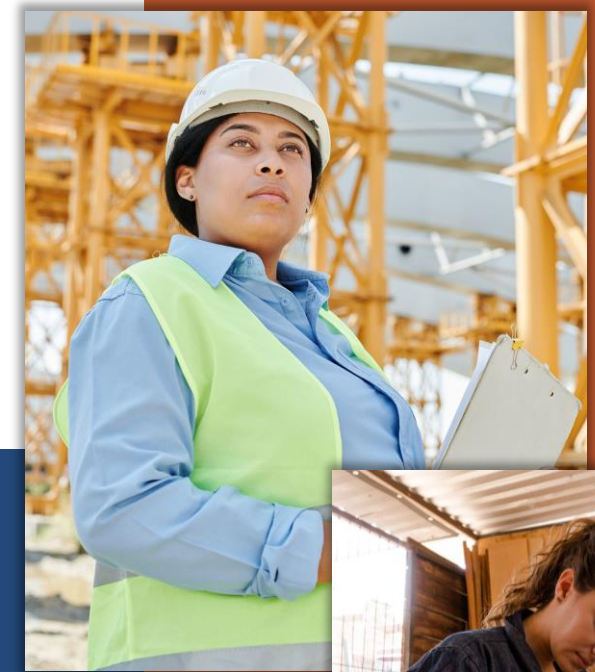




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IL Works Pre-Apprenticeship Program Culture

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NIU-Center for Governmental Studies
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OFFICE OF MINORITY ECONOMIC EMPOWERMENT



Session Overview



- Six Illinois Works Pre-apprenticeship Program **Core Values.**
- Illinois Works **Equity-Focus**
- **Diversity, Inclusion, Belonging, and Equity (DIBE)**



Jane Elliott



“If you, as a White person, would like to be treated the way Black people are treated in this society, please stand”
(Jane Elliott, 1996 documentary).

Interesting Facts



- “ Born in Riceville, IA in 1933
- “ Was teaching 3rd grade in the 1960’s, taught at the school for 18 years
- “ Performed the “Blue Eyes Brown Eyes Exercise” for 9 years there with 3rd graders, 8 years with 6th and 7th graders
- “ Now a diversity trainer, received the National Mental Health Association Award for Excellence in Education



Exercise #1: IL Works Target Populations



- Women
- People of Color
- Veterans





Why are equity-focused programs important?

➤ Systemic and Institutional Ism's

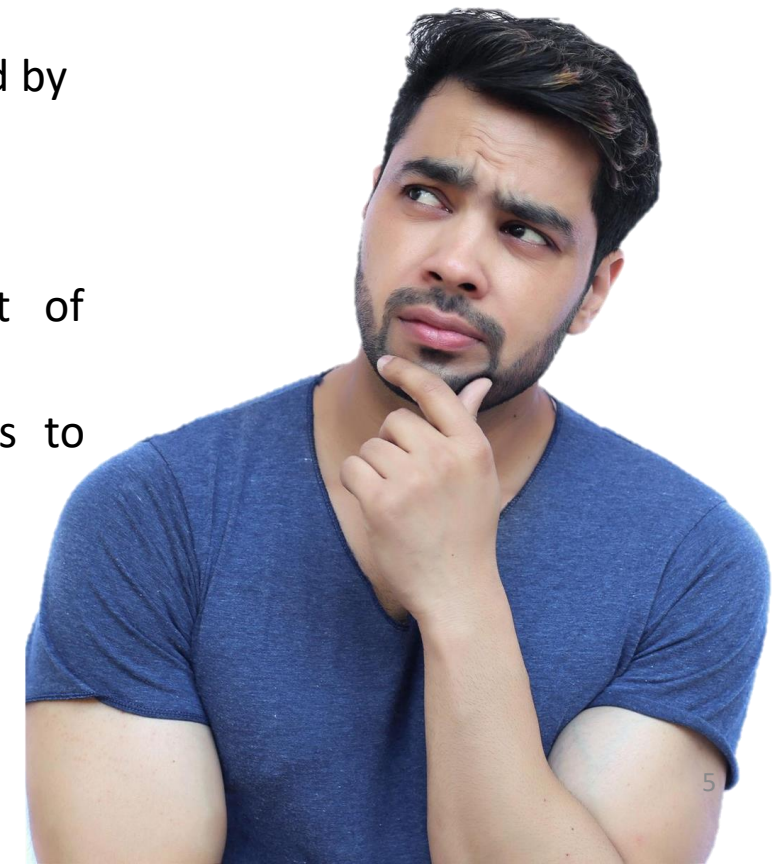
- Because of systemic ism's, inequities still exist in our society.
- Inequities that have existed and persisted for several decades have been highlighted by the COVID-19 pandemic.

➤ Intersection of Demographic Characteristics

- The interaction of multiple variables conceptualizes oppression as a result of discrimination based on gender, race, class, ability, and other axes of identity
- The intersection of characteristics increases the likelihood of more challenges to obtaining and maintaining employment (McCall, 2005).

➤ Ill Served, not Hard-to-Serve.

- *Hard-to-serve* places a derogatory label on certain groups of people and it diverts attention from systemic and institutional ism's (Jacobson, 2021)
- It is more appropriate to describe these populations as *ill-served* by society.





IL Works Program Culture

- **Culture** is a pattern of shared basic assumptions learned by a group.
- **A program's culture is** also referred to as the program's environment.
- **Program culture** is the pattern of beliefs, values, rituals, relationships, and practices shared by Illinois Works (ILW), ILW's program grantees, and pre-apprenticeship participants.
- The **program culture is key to effective service delivery and participant outcomes.**





Program Core Values

Program Core Values are the core ethics or principles which the program is expected to abide by. They serve as a guiding light for behavior and decision-making at each level within the program.

They should both inspire and constrain actions to ensure ethics are incorporated into the program's culture.





Program Core Values





Program Core Values



1. Overcome Barriers

Ensure equitable access and opportunities to historically underrepresented populations.

2. Empower for Resilience and Self-Sufficiency

Teach long-term skills that will allow participants to build resilience, become self-sufficient, and secure a long-term career.

3. Impact Through Outcomes

Track program and participant metrics and make adjustments to cultivate further success or strengthen weak points.



Program Core Values



4. Innovate Persistently

Help the program and participants develop a drive to continue acquiring and strengthening skills.

5. Build a Community of Collaboration

Develop an environment that promotes respect for all participants and staff, practices open and empathic listening, and attends to the lived experiences of all participants.

6. Maximize Differences

Diversity, inclusion, belonging, equity is more than meeting certain metrics. It is ensuring that all participants feel like they belong in the program and the classroom, that their voice is heard and that their contributions are valued.



IL Works' Equity Focus






IL Works Equity Goals

- Provide a career pathway for residents in disadvantaged communities.
- Provide eligible apprentices with the skills for lifelong job security.
- Promote construction as a viable job industry for women and minority communities.
- Provide the construction industry with a consistent skilled workforce for generations to come.
- Create new partnerships between state agencies and community organizations.






IL Works' Equity Focus

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- **Equity-focus** is one of the Illinois Works Pre-apprenticeship Program requirements for a high-quality pre-apprenticeship program that aims to significantly increase apprenticeship opportunities for historically underrepresented populations.
 - An **equity-focus** requires the ability to demonstrate an understanding of how race, ethnicity, and gender impact individual access to, experience with, and ultimately success within a construction and building trade pre-apprenticeship program.





Diversity, Inclusion, Belonging, and Equity (DIBE)

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- **Diversity, inclusion, belonging** and **equity** tie the Illinois Work Pre-apprenticeship program's core values and requirements together.
 - Successful programs require **diversity, inclusion, belonging**, and **equity**!
 - **Diversity, inclusion, belonging** and **equity** are not one in the same.
 - They have very distinct meanings but work together to **bridge differences, gain common ground, and build respectful relationships.**





Diversity



- **Diversity** is defined as the ways in which **people differ**, encompassing specific characteristics that may include, but not be limited to, race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.
- The Illinois Works Pre-apprenticeship Program specifically targets the following groups: **women, people of color, and veterans.**





Diversity Data – Construction Demographics

Population	Construction/Trade	Illinois Population	U. S. Population
Women	4%	50.9%	50.8%
African American	9%	14.6%	13.4%
Hispanic/Latino	18%	17.5%	18.5%
American Indian/Native Alaskan	<1%	0.6%	1.3%
Asians	<1%	2.9%	5.9%
Veterans	7%	4.5%	5.5%

Source: U.S. Census Bureau, 2021; Illinois Department of Labor, 2019)





Inclusion



- **Inclusion** is an environment in which individuals are treated fairly, respected, have equal access to resources and opportunities, and can fully participate and contribute (SHRM, 2021).

Occupational segregation occurs when one demographic group is overrepresented or underrepresented in a certain job category. Certain groups of people are excluded from certain jobs.





Inclusion Data – Women in Construction

Description	2021 Jobs	Median Hourly Earnings	Percent Female
All Construction Trades	221,467		3.3%
Construction Laborers	42,456	\$22.66	3.8%
Carpenters	35,784	\$28.16	2.0%
Electricians	25,725	\$39.38	2.5%
Plumbers, Pipefitters, and Steamfitters	18,608	\$43.17	1.5%
First-Line Supervisors of Construction Trades	14,208	\$37.97	3.9%
Painters, Construction, & Maintenance	12,614	\$22.02	7.4%
Operating Engineers & Other Construction Equipment Operators	11,214	\$38.22	2.8%

Source: Economic Modeling Systems Inc., 2021

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Belonging



- **Belonging** is when participants are able to bring their **authentic** selves into the pre-apprenticeship training rooms and worksites.
- Belonging ensures participants feel valued, allows them to develop positive connections, enhances their sense of well-being, and encourages them to maximize their fullest potential.





Belonging Data – Construction Apprenticeship Cancellations

Canceled Reason	Female			Male		
	Hispanic	Black/AA	White	Hispanic	Black/AA	White
	% of Total Canceled	% of Total Canceled	% of Total Canceled	% of Total Canceled	% of Total Canceled	% of Total Canceled
Discharged/Released	21.9%	8.9%	5.0%	23.3%	16.2%	11.8%
Not attending related instruction	12.5%	10.7%	8.9%	10.6%	7.6%	8.8%
Voluntarily quit	25.0%	19.6%	19.4%	27.7%	17.1%	23.4%

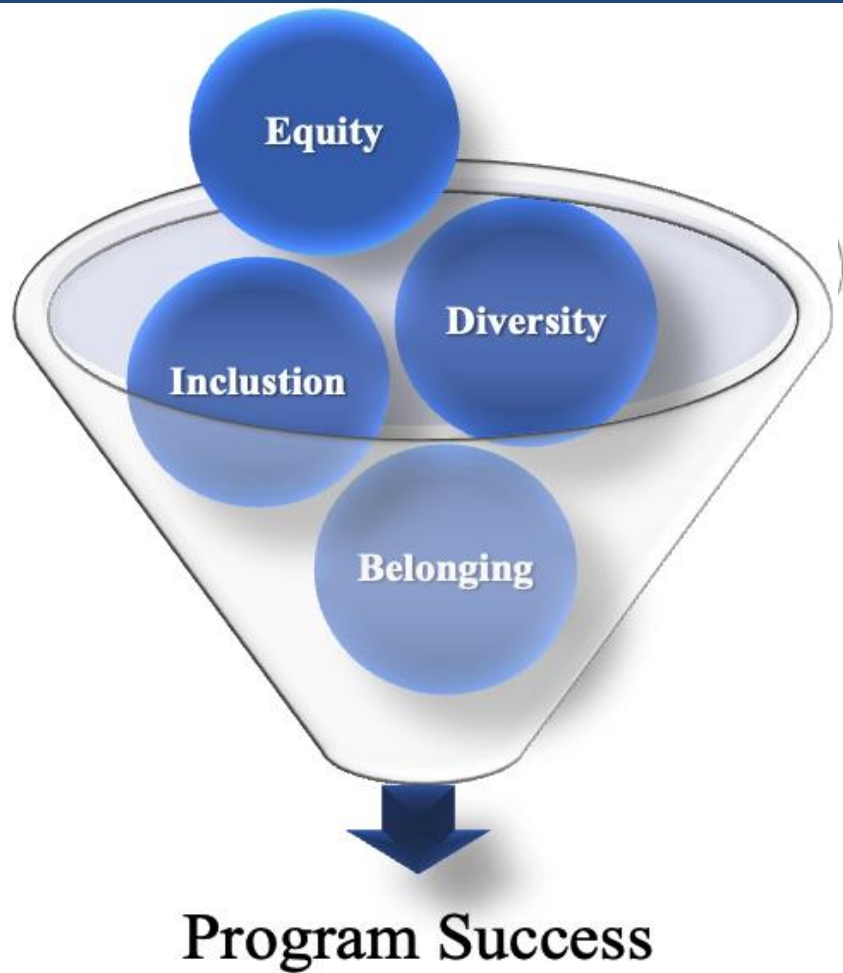
Source: RAPIDS July 2017 – June 2022



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Equity



- **Equity** recognizes that each person has different needs, presents with different circumstances, and allocates the resources and opportunities based on those needs and circumstances.
- Equity helps pre-apprentices **overcome barriers** and levels the playing field.
- Successful programs require **diversity, belonging, inclusion** and **equity!**



Equity

- Successful programs that have **equitable** outcomes for participants require **diversity, inclusion, and belonging!**
- Without an environment of **diversity, inclusion, and belonging**, participants may not feel safe to share their life experiences and/or barriers.
- Making assumptions about barriers may create an **unfair and inequitable** experience for a program participant.


Source: RAPIDS July 2017 – June 2022



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Legal Implications

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- **Discrimination** is bias or prejudice resulting in denial of opportunity or unfair treatment when hiring, creating or applying policies, training, promoting, firing or laying off employees or in any other terms and conditions of employment or program participation.
 - **Harassment** can be a wide range of unwelcome and offensive behaviors. They usually are repetitive, but do not have to be.
 - **Bullying** is a persistent pattern of mistreatment from others in the workplace/training environment that causes either physical or emotional harm. It can include such tactics as verbal, nonverbal, psychological, or physical abuse, and humiliation.



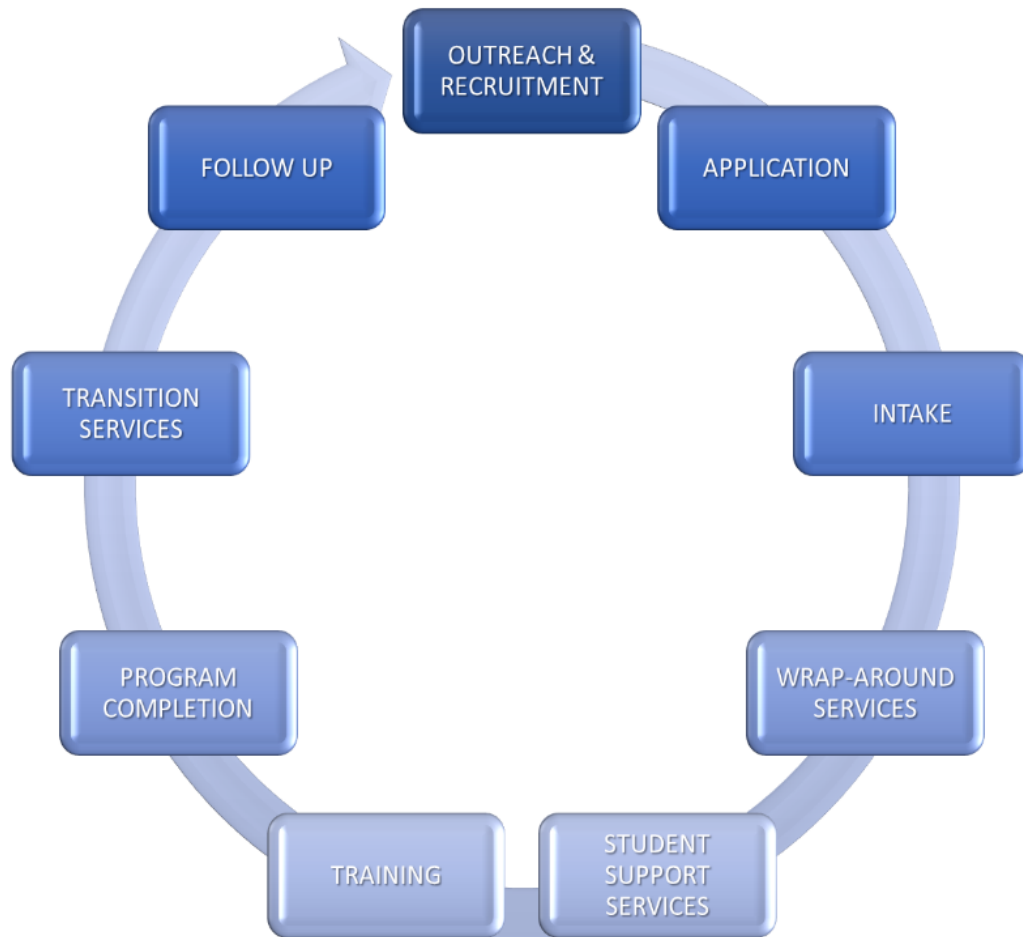
Statutes Related to Harassment and Discrimination

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- Title IX of the Education Amendments Act of 1972
 - Title VII of the Civil Rights Act of 1964
 - The Equal Pay Act of 1963 (EPA)
 - Illinois Human Rights Act
 - American with Disabilities Act (ADA) 1990





Program Culture and Pre-Apprenticeship LifeCycle



- The ability to integrate DIBE and the six core values into all elements of the Illinois Works Pre-apprenticeship Program requires deliberate intention.
- They must be proactively incorporated into each phase of the Pre-apprentice LifeCycle which outlines the steps that participants take as they move through their pre-apprenticeship program.



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Feedback ~ We want to hear from you



Thank You!



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