

EARLY CHILDHOOD
**WORKFORCE
CONNECTOR**

Equal Employment Opportunity (EEO) Plans for ECE Registered Apprenticeship Programs

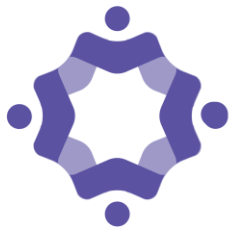
Agenda



- Equal Employment Opportunity (EEO)
- Equal Employment Opportunity Pledge
- Affirmative Action
- Developing an Affirmative Action Plan
- Promising Practices

Equal Employment Opportunity

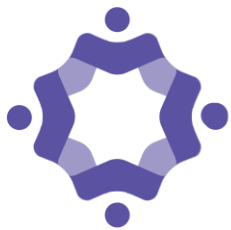




What is Equal Employment Opportunity?

Discrimination based on any of the following factors is prohibited in Registered Apprenticeship programs:

- Race
- Color
- Religion
- National origin
- Sex
- Sexual orientation
- Age (40 or older)
- Genetic information
- Disability



EEO Requirements for Program Sponsors

Do not discrimination against an apprentice or applicant.

Assign an EEO representative.

Disseminate EEO policy to apprentices, applicants, and individuals connected to the program.

Conduct anti-harrassment training for all apprentices.

Conduct universal outreach to engage a diverse group of applicants and apprentices.

Maintain and promote a compliant resolution procedure.

Equal Employment Opportunity Pledge



[Name of sponsor] **will not discriminate** against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. [Name of sponsor] **will take affirmative action to provide equal opportunity** in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

(29 CFR § 30.3(c))



Individual Roles Required to Complete Training

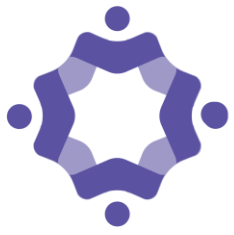
Anti-harassment training must be provided to all individuals connected with the administration or operation of the apprenticeship program, including all those who regularly work with apprentices.

- Apprentices
- Journey workers
- Mentors
- Coursework Instructors
- Supervisors
- Office Staff
 - Executive Staff
 - HR
 - Payroll
- Program Committee Members

[Promoting an Anti-Harassment Environment for Apprentices - Overview | Rise 360 \(articulate.com\)](#)

Affirmative Action





What is Affirmative Action?



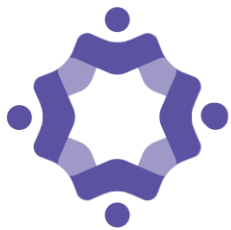
- A program that helps ensure fair access to work opportunities for all people.
 - Groups underutilized in the workforce
 - Groups negatively affected by past policies and practices
- Helps overcome the present effects of past practices, policies or barriers that negatively impacted equal employment opportunity.



Affirmative Action Plans for RA Programs

- Includes policies, practices, and procedures that sponsors must implement to ensure that all qualified applicants and apprentices receive an equal opportunity for...
 - Recruitment
 - Selection
 - Advancement
 - Retention
 - Other privileges associated with the apprenticeship





Affirmative Action Plan Components

Utilization analysis for race, sex, and ethnicity

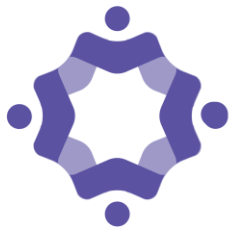
Establishment of utilization goals for race, sex, and ethnicity

Utilization goals for individuals with disabilities

Targeted outreach, recruitment, and retention

Review of personnel processes

Invitations to self-identity



Developing an Affirmative Action Plan

- U.S. DOL [Registered Apprenticeship Academy](#)
- U.S. DOL [Affirmative Action Plan Builder](#) and [User Guide](#)
- Partnership on Inclusive Apprenticeship (PIA)
 - [Developing and Implementing an Affirmative Action Program](#)



Promising Practices

- Human Resources
- Onboarding & Orientation
- U.S. DOL Resources



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ECWConnector

Thank you!

The Early Childhood Workforce Connector (ECWC)

promotes developing, launching, and expanding Registered Apprenticeship (RA) programs to support and sustain a diverse, inclusive, well-qualified, and well-compensated early childhood education (ECE) workforce.

ECE RA programs assist child care centers and other early childhood education employers in creating high-quality, accessible, supportive, and equitable care and work environments that help lift the entire community and the local workforce. A strong, inclusive, and robust early childhood ecosystem contributes to the health and well-being of young children and their families, as well as the broader economy. As a U.S. Department of Labor (U.S. DOL)-funded Early Childhood Education Intermediary, ECWC provides customized technical assistance, including help with curriculum development, outreach and recruitment, mentor training, accessing available funding, and much more.

Why Registered Apprenticeship in ECE?

Registered Apprenticeships are an important



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ECWC Support and Assistance:

- Connect early childhood employers, sponsors, and education institutions to practices that enhance diversity, equity, inclusion, and accessibility.
- Provide state agencies, program sponsors, ECE providers and other employers technical assistance for Registered Apprenticeship.
- Foster connections between local workforce development boards and ECE partners.
- Offer support to access financial incentives and other funding resources to develop or expand ECE Registered Apprenticeship programs.
- Develop customized outreach, marketing, recruitment, and retention strategies for ECE Registered Apprenticeship programs.



ECWC