

CYAI

Cybersecurity

Youth Apprenticeship Initiative

3. Provide Ongoing Support

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.

Retaining Tribal Youth

- Every youth is different. Every background is different. Being prepared to offer ongoing support that is relevant to each youth will improve retention and program outcomes.
- Many tribal youth do not realize their need.
- They may be embarrassed and just stop coming. RAPs offer an opportunity to provide services that equip tribal youth with tools to master many circumstances.
- Staff must understand historical trauma.

Understanding Historical Trauma

“... historical and intergenerational trauma is real; trauma we have experienced in our life are often barriers to realizing our full potential; employers should be more educated on this and develop partnerships for access/availability referral resources not under employment support”.

-Tribal Consultant

Historical Trauma and Workplace Accommodations

- Staff working directly with tribal youth should be trained and versed in historical and intergenerational trauma, including *signs and symptoms of trauma* and *cultural sensitivity*.
- The effects of historical and intergenerational trauma can create barriers to the success of tribal youth and them reaching their full potential.



RAP Sponsors Should:

- Develop partnerships for access/availability to mental health referral resources.
- Learn to recognize signs of trauma. Many traumatized youth will not admit to their struggles.
- Provide a connection to trained recovery coaches/peer support programs.

Supportive Services

- Many tribal youth have external concerns that may impact their ability to fully participate in a RAP.
- Offering internal support services and/or developing a robust referral system will aid in engagement and retention with tribal youth.
- Examples may include:
 - Childcare
 - Reliable transportation
 - Internet services
 - Providing equipment/devices to adequately complete the program



Celebrate Successes

- Recognize and acknowledge successes along the way.
- These may vary by individual.
 - Completing registration
 - Passing first exam
 - Receiving first job offer after program
 - Receiving first pay increase



Hoop Dance



Q&A

THANK YOU FOR YOUR TIME, ATTENTION AND DESIRE TO
EXPAND YOUR KNOWLEDGE AND HUMILITY.

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Presentation guided by the following resource:

Closing the Gap: Tips to Engage Tribal Youth in Registered Apprenticeship Programs

Thank You!

- Today's presentation slides and a recording of this webinar will be available on the CYAI website <https://cyai2024.org/>
- Answers to unanswered questions from the Q&A and chat will be posted on the CYAI website with the webinar materials
- If you would like more information about CYAI or the information shared in today's webinar, contact us at CYAI2024@icf.com