APPRENTI

New Workforce in Tech via Registered Apprenticeship

March 13, 2019

ApprentiCareers.org



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The path, the plan, your career in tech.

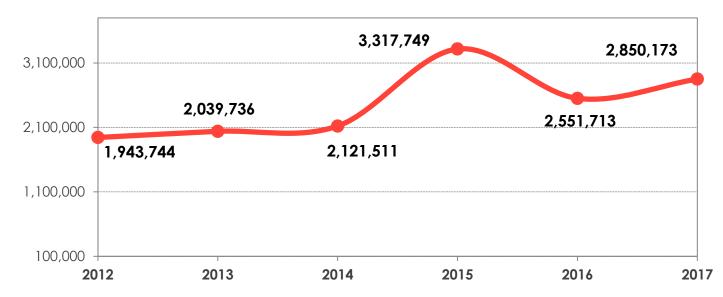
- Piloted by Washington Technology Industry Association, in partnership with the Washington State Department of Labor & Industries & US DOL
- Registered Apprenticeship program
 for careers in technology
- Built by industry to fill its workforce gap and increase diversity of tech workforce (emphasis on women, minorities, and veterans)
- Based in Seattle, operating nationally
- 501c3 non-profit organization



Why does the US need Apprenticeship?



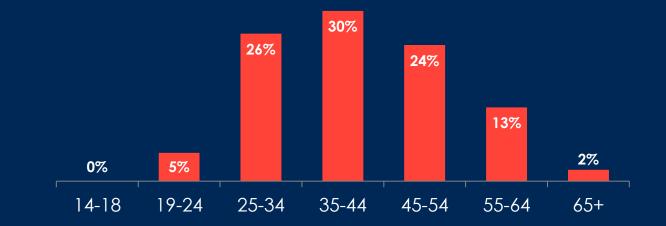
Total Number of Core IT Job Posting Unfilled Nationally



FULL YEAR (JANUARY - DECEMBER)



U.S. IT Workforce Age Demographics





A New Pathway to Tech Careers

	Registered Apprenticeship	Community or Technical College	College or University	Accelerated Certification Programs and Code Camps
Time to Complete	14 to 17 Months	2 Years	4 Years	8 to 24 Weeks
\$ Tuition/Training Cost*	Free	\$3500 Annually (Average in-district)	\$9500 Annually (Average in-state)	Free to \$26,000
$\mathcal{P}_{\mathbf{x}}$	1 Year of On-the-job training	Internship or None	Internship or None	Internship, sometimes incorrectly referred to as apprenticeship
Work Experience/ Paid or Unpaid	Paid including benefits	Paid or Unpaid	Paid or Unpaid	Paid or Unpaid
Outcome	Industry Recognized Certs & Experience	Associate Degree or Certificate	Bachelors Degree	Certification of Completion
Q. Outlook	Employer retains, or Apprenti assists with placement	Continuing Education or Job Search	Continuing Education or Job Search	Continuing Education or Job Search



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How did we get here?

Funded by US Department of Labor and tech sector to develop a uniform apprenticeship program as sole IT Sector Lead.

Significant skills gap between accredited education and tech hiring needs

In the U.S., 1:20 job openings is a tech job

1:7

Focus on jobs that can be filled by accelerated or work based training

40/50/10



Current Occupations & Training



Cloud Operations Specialist 1 and 2

CompTIA Network+, Linux+, Python/SQL (and cloud service certification for level 2)



Network Security Administrator Cisco CCNA Security

Web Developer HTML/CSS, SQL, JavaScript, web app frameworks



Software Developer 1 and 2

HTML, JS, primary language stack (e.g., C#, Java, Python), computer science basics



Systems Administrator

Linux LPIC 1/2 or Microsoft Windows Server MCSA



Technical Sales Specialist Content depends on employer need



Data Center Technician CompTIA A+, Network+, Linux+



IT Support Professional A+, Net+ or Cisco CCENT, LPIC1 or Microsoft Windows MTA

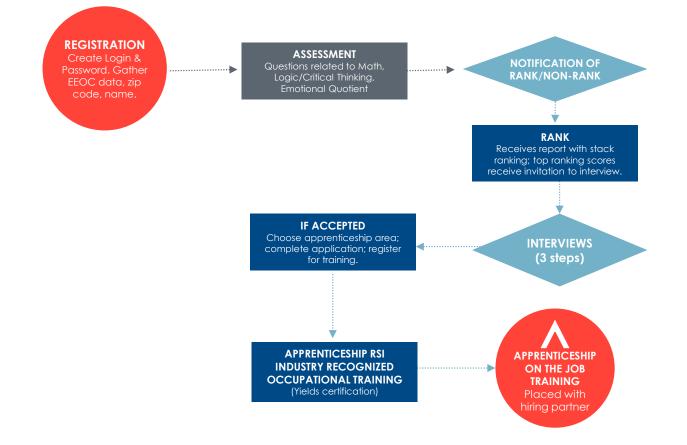


IT Business Analyst ITIL Foundations, SQL, Linux+, Tableau

DBA & PM Filed. Additional occupations are in development. (Data Analyst, QA, Cyber Analyst & Dev Ops) Apprenti can also file new occupations and build specialized programs.



How it Works

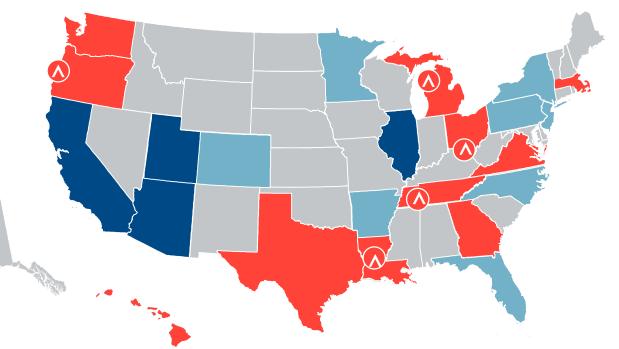






Apprenti Expansion

STATES/CITIES APPRENTI OPERATES IN
 APPRENTI AFFILIATES
 STATES CURRENTLY IN DEVELOPMENT
 STATES UNDER REVIEW



Apprenti is fulfilling its thesis



Non-technical people can be trained into tech roles regardless of degree or prior experience to improve the tech ecosystem

- Apprenti is operating in 11 states; forecasting to be in 15 by end of 2019
- Model is now fulfilling tech roles across three sectors
 - High Tech Microsoft, Amazon, Wayfair, CarbonBlack, SAP
 - Financial Services JPMorgan Chase, Huntington Bank
 - Health Care Blue Cross Blue Shield, Partners Healthcare
- Delivering incumbent worker retraining as well



Manage & Create Apprentices

Employer Contributions



- Pay apprentices salary and benefits during OJT
- Contribute to cost of apprentice classroom training (subsidized by states or grants)
- Pay a \$2,500/apprentice placement fee
- Option to pay apprentices a stipend during technical training





Apprentice & Employer Commitments

COMMITMENTS

- Commit to a 12-month on-the-job training
- Can convert apprentices after 6 months if desired
- Provide mentor who has been in the same position at least one year. Supervision is at a 1:1 ratio.

FOR • Apprentice work is in occupational scope COMPANIES

- Evaluate performance via 2, 5, and 10-month surveys
- 400 hour (10-week) probationary period
- Benefit: Classroom subsidy, diversity, federally protected wage class, lower training wage

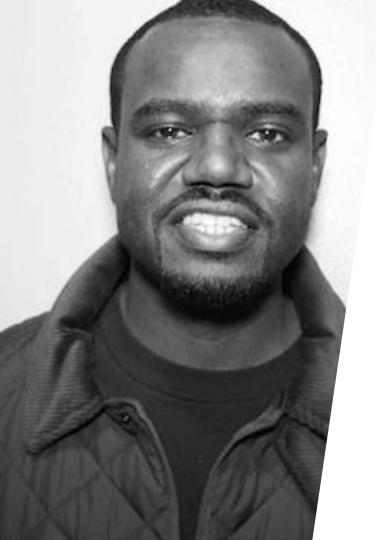
- Commit to 12-month apprenticeship
- Complete 2, 5, and 10-month surveys
- Complete competency requirements
 - Benefits: Experience, portable credential, subsidized training



SARA

- PRIOR EDUCATION: Doctorate of Pharmacy; Associates in Information Systems
- PRIOR JOB: Pharmacist
- **TRAINING DELIVERED:** 5 months Python, HTML, and C#
- APPRENTICESHIP: Microsoft Software Developer





ALEM

- PRIOR EDUCATION: B.A. International Security & Conflict Resolution
- **PRIOR JOB:** Uber driver
- **TRAINING DELIVERED:** 5 months Python, HTML, and C#
- APPRENTICESHIP: Microsoft Software
 Developer



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MAKI

- **PRIOR EDUCATION:** Some college
- **PRIOR JOB:** Crowdsourcing specialist
- **TRAINING DELIVERED:** 5 months Python, HTML, and C#
- APPRENTICESHIP: Microsoft Software
 Developer

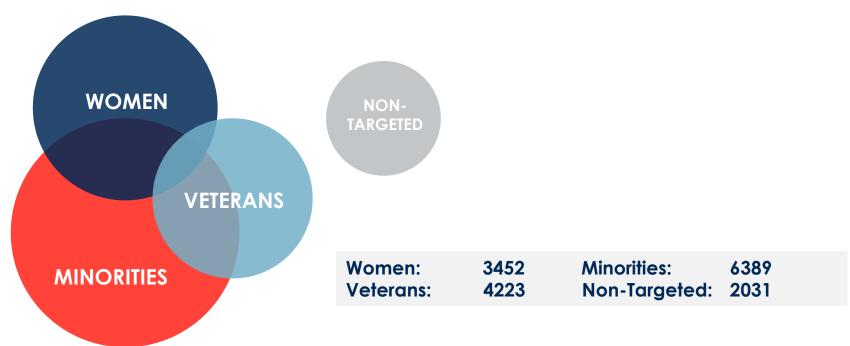


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Applicant Demographics

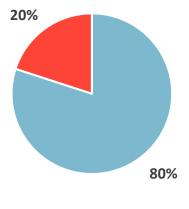
APPLICANT POOL 11,631





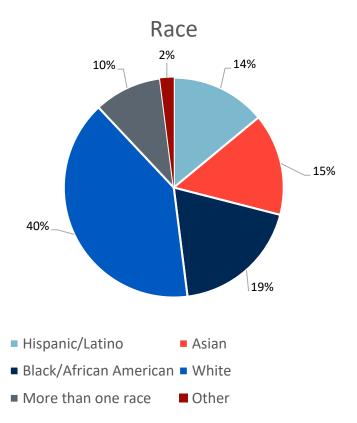
Current Apprentice Demographics

Gender



Male Female

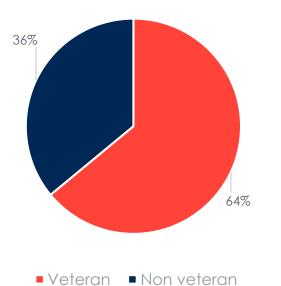
Male percentage is high due to veteran hiring.





Current Apprentice Demographics

Veteran



100% 90% Average age=32 80% 70% 62% 60% 50% 40% 30% 23% 20% 8% 7% 10% 0%

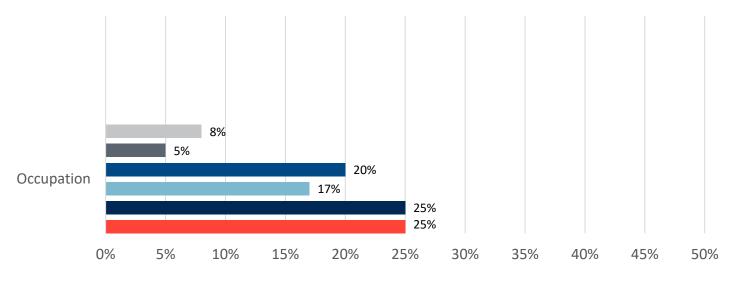
■ Under 26 ■ 26-35 ■ 36-45 ■ Over 45





Current Apprentice Demographics

Occupational Role %



■ Other ■ Network Operations Developer

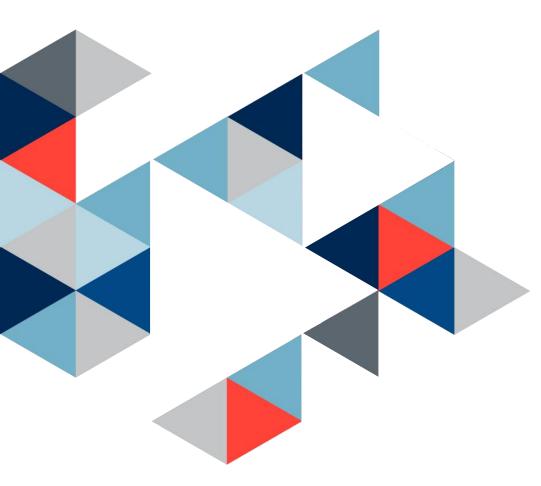
■ IT Support Professional ■ Data Center Technician

■ Cloud Operations Specialist (1&2) ■ Software Developer (1&2)

Current Apprentice Data



Median Salary of All Prior to Apprenti:	Ş29,000
Unemployed Prior to Apprenti:	22%
Median Salary of Previously Employed:	\$37,000
Median Salary in Apprenticeship:	\$51,000
Median Retained Salary:	\$75,000
Apprentices Retained	77%
4-Year College Degrees	54%
Median Apprentice Age:	32
Youngest Placed:	18
Eldest Placed:	63





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Thank You

For more information, please contact karen@apprenticareers.org Or visit ApprentiCareers.org