

Partnering to Deliver Tech Talent

Apprenti engages with employers to enhance and diversify tech talent for in-demand, middle skilled roles such as Software Developers, IT Business Analysts, Cybersecurity Analysts, and more. Apprenti delivers its program through a Registered Apprenticeship program model that includes technical training followed by one-year of on-the-job training at sponsoring employers across industries. Apprenti bridges untapped talent—specifically attracting women, people of color, and veterans—to career pathways in IT, providing the skills, credentials, and competencies relevant to occupations in high demand. Upon completion of apprenticeship, approximately 80% of apprentices convert for permanent full-time employment for the next step in their career path.

Founded by the WTIA Workforce Institute in Seattle and operating as a non-profit nationally, Apprenti serves 16 markets including Arizona. Apprenti national network of hiring partners, to date, includes:



Registered Occupations & Training

Apprenti has filed federal standards based on employer input that generate transferable industry-recognized certification. Local training providers deliver full-time training to prepare apprentices for tech roles. Currently, apprenticeships are available for these roles:



Cloud Operations Specialist 1 & 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 & 2
HTML, JS, primary language stack (e.g., C#, Java, Python), computer science basics



Cybersecurity Analyst
Security+ and Network+



Systems Administrator
LPIC 1/2 and 3 or
Microsoft Windows Server MCSA



Technical Sales Specialist
Content depends on employer need



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



IT Support Professional
A+, Network+, or Cisco CENT, LPIC1 or
Microsoft Windows MTA



IT Business Analyst
ITIL, SQL, Linux+, Tableau

Additional occupations are under development, including DevOps



The Link between Company, Talent and Training

Apprenti Delivers



Vetted, pre-screened candidates to meet your diverse needs



Underrepresented groups in tech including women, veterans, and people of color



Targeted tech training based on industry requirements, delivering portable certifications



Support to apprentices and employers throughout the duration of apprenticeship, resulting in 80% retained post-apprenticeship

Apprenti Process

1

Diverse candidate recruitment and screening to build talent pipeline

- Top candidates eligible for interviews directly with company
- Assessment of math, critical thinking, and emotional intelligence

2

Company selects apprentices

- Two candidates are provided for every one apprenticeship opportunity

3

Apprentice attends technical training before on-the-job training

- Company helps inform curriculum content and best certification for the role
- Training delivered immersively over 3-5 months, depending on the role

4

Company provides one-year, paid & supervised on-the-job-training

- Apprentice is either direct hired as an employee or via contract
- Apprentice is assigned a mentor or mentorship team by company
- Goal is that company is training to retain post apprenticeship

5

Company can convert apprentices to full-time staff as early as 6 months into on-the-job-training

Apprenti Arizona Employer Incentives



- Discounted wage rate for apprentices
- Eligible employers may receive up to \$4,000 reimbursement per new hire who completes the employer defined on-the-job learning objectives