Who We Are

- Piloted by The Workforce Institute, a sister organization of the Washington Technology Industry Association

- Registered Apprenticeship program for careers in technology

- Built to fill industry’s workforce gap and increase diversity of tech workforce (emphasis on women, minorities, and veterans)

- Based in Seattle, operating nationally

- 501c3 non-profit organization
Why Apprenticeship
IT Industry Characteristics & Challenges

IT has unique characteristics and challenges that distinguish it from other industries, this requires us to adopt new approaches to filling the gap.

• Constantly changing needs in skill sets
• Unlike other industries, IT workers are expected to have the following additional skills:
  ▶ Be flexible enough to adapt and learn new skills based on their foundational training to match changing industry needs.
  ▶ Combination of business and technology skills
  ▶ People and soft skills
• Women make up half of the U.S. workforce but represent only 19 percent of the technology industry; even smaller in some core tech markets
• Minorities are less than 5% nationally
• Largely a result of rigid corporate hiring requirements
In the U.S., 1:20 job openings is a Tech job & 1=7

Significant skills gap between accredited education and industry needs

Opportunity to stratify occupations and focus on middle skill jobs that can be filled by accelerated or work based training.

Funded by US Department of Labor AAI Grant and Apprenticeship USA Contract to expand program for registered apprenticeship in Tech sector.
## Pathways to Tech Careers

<table>
<thead>
<tr>
<th>Registered Apprenticeship</th>
<th>Community or Technical College</th>
<th>College or University</th>
<th>Accelerated Certification Programs and Code Camps</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Time to Complete</strong></td>
<td><strong>Tuition/Training Cost</strong></td>
<td><strong>Work Experience/ Paid or Unpaid</strong></td>
<td><strong>Outcome</strong></td>
</tr>
<tr>
<td>14 to 17 Months</td>
<td>Free</td>
<td>2 Years</td>
<td>4 Years</td>
</tr>
<tr>
<td>$3500 Annually (Average in-district)</td>
<td>&lt;span style=&quot;color: red; font-size: 9pt;&quot;&gt;1 Year of On-the-job training&lt;/span&gt;</td>
<td>Internship or None</td>
<td>Internship, sometimes incorrectly referred to as apprenticeship</td>
</tr>
<tr>
<td>Paid including benefits</td>
<td>Internship or None</td>
<td>Paid or Unpaid</td>
<td>Paid or Unpaid</td>
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<td></td>
<td>Paid or Unpaid</td>
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<td>Paid or Unpaid</td>
</tr>
<tr>
<td><strong>Industry Recognized Certs &amp; Experience</strong></td>
<td><strong>Associate Degree or Certificate</strong></td>
<td><strong>Bachelors Degree</strong></td>
<td><strong>Certification of Completion</strong></td>
</tr>
<tr>
<td></td>
<td>Continuing Education or Job Search</td>
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</tr>
</tbody>
</table>

*Employer retains, or Apprenti assists with placement*
Current Occupations & Sample Certifications

- Database Administrator
  MCSA/E from Microsoft
- Project Manager
  CAPM, prep for PMP
- Network Security Administrator
  CCNA/P from Cisco
- Web Developer
  Through local best-aligned coding academy
- Software Developer
  Through local best-aligned coding academy
- Windows Systems Administrator
  MCSA/E from Microsoft
- Linux Systems Administrator
  LPIC 1, 2, and 3
- Cloud Support Specialist*
  Network+, MCSA in SQL
- Data Center Technician*
  A+, Network+, Server+, Linux+
- IT Support Professional
  A+, Network+, LPIC1
- IT Business Analyst*
  ITIL, MTA, Linux+, Tableau Associate

Additional occupations are under development.
Apprenti can also file new occupations and build specialized programs.

*Pending Status
Registered Apprenticeship Delivers

- Standardized job taxonomies and training requirements. 80/20
- Vetted and pre-screened candidates. Best match delivered.
- Discounted wage due to apprenticeship status.
- Occupations are adaptive to other industries - healthcare, financial services, manufacturing etc.
- Flexibility to meet company/industry needs. Process is nimble.
How it Works

REGISTRATION
Create Login & Password. Gather EEOC data, zip code, name.

APPROACH TEST PREP
Sample questions, time needed, preparatory resources.

ASSESSMENT
Questions related to Math, Logic/Critical Thinking, Emotional Quotient

NOTIFICATION OF RANK/NON-RANK
Receives report: Referred to education, training resources, and/or WDCs; can retake test after 3 months.

RANK
Receives report with stack ranking; top ranking scores receive invitation to interview.

IF ACCEPTED
Choose apprenticeship area; complete application; register for training.

APPRENTICESHIP RSI
INDUSTRY RECOGNIZED OCCUPATIONAL TRAINING
(Yields certification)

APPRENTICESHIP ON THE JOB TRAINING
Placed with hiring partner

IF DECLINED
Discuss alternate options and provide referrals
Current Apprentice Demographics

88% of apprentices are women, minorities, or veterans
Current Apprentice Demographics

Pie chart showing 77% non-veteran and 23% veteran.

Bar chart with age distribution:
- 15% Under 25
- 54% 26-35
- 24% 36-45
- 7% Over 45

Legend:
- Red: Veteran
- Dark blue: Non-veteran
- Light blue: Under 25
- Gray: 26-35
- Light gray: 36-45
- Turquoise: Over 45
Current Apprentice Demographics

Apprentice Education Level

- High School
- Associates Degree
- Some College
- Bachelors
- Masters Degree
- Doctorate
**Current Apprentice Demographics**

**Occupational Role**

- Linux Systems Administrator
- Network Security Administrator
- IT Support Professional
- Web Developer
- Data Center Technician
- Cloud Operations Specialist
- Software Developer

**Additional numbers:**

- Approximate average starting salary: **$50,970 per year**
- Average earnings for previous year: **$24,986**
- Apprentices unemployed prior to program enrollment: **24%**
Hiring Partner Responsibilities

- Identify locations apprentices are needed, number by occupation and desired start dates
- Pay apprentices 60% of entry-level salary plus benefits for one year; provide a raise to 70% in 6 months, based on improved proficiency; minimum threshold is based on living wage
- Agree to follow the Standards of Apprenticeship, including supervision and mentorship of apprentice for on-the-job training
- Sustainability: Company agrees to pay a placement fee per apprentice
Thank You

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Or visit
www.ApprentiCareers.org